

Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, i.e., have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sexual orientation.
3. In addition to the above protected characteristics, you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision making body

Section 1: Identifying details

Your function, service area and team: Housing and Property Directorate – Housing Strategy & Home Ownership Team

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Home Ownership Strategy 2023/23 to 2028/29

Officer completing the EqIA: Keith Bowman

Date of completing the assessment: 13 November 2023

Section 2: Policy to be analysed

2.1	<p><i>Is this a new policy (or decision) or a change to an existing policy, practice or project?</i></p> <p>This is a revised policy.</p>
2.2	<p><i>Describe the main aims, objectives and purpose of the policy (or decision):</i></p> <p>The purpose of the Home Ownership Strategy is to administer the sale of council residential properties, and to manage the calculations and collection of leasehold service charges, in an efficient and effective manner.</p>
2.3	<p><i>Does or will the policy or decision affect:</i></p> <p>The strategy will affect service users and potential service users.</p> <p><i>Will the policy or decision influence how organisations operate?</i></p> <p>No, the Strategy will not affect how we or partner organisations operate.</p>
2.4	<p><i>Will the policy or decision involve substantial changes in resources?</i></p> <p>No – existing resources and existing commitments will not change.</p>
2.5	<p><i>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</i></p> <p>The Strategy is aligned with the Corporate Plan strategic aims and the Housing Strategy 2023-2027 key priorities:</p> <p><u>Corporate Plan:</u></p> <ul style="list-style-type: none">Strategic aim one: Stronger CommunitiesStrategic aim two: Stronger PlaceStrategic aim three: Stronger Council

Housing Strategy:

Priority 2: Ensuring quality, safety, and high standards

Priority 3: Promoting health, wellbeing, and independence

Priority 4: Facilitating economic growth and regeneration

Priority 5: Protecting and enhancing the environment

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, e.g., service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1

What does the information tell you about those groups identified?

The Strategy takes into account the levels of home ownership applications and activity since 2010/11:

Financial year	No. of RTB applications	Of which completed
2010 - 2011	27	9
2011 - 2012	23	7
2012 - 2013	73	13
2013 - 2014	88	53
2014 - 2015	68	46
2015 - 2016	98	20
2016 - 2017	82	46
2017 - 2018	71	42
2018 - 2019	49	23
2019 - 2020	46	22
2020 - 2021	45	14
2021 - 2022	33	30
2022 - 2023	26	16
Total	729	341

3.2

Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?

The availability of Right to Buy is advertised in each Housing Newsletter and no responses to the information have been received. The revised Strategy has been considered by the Tenant and Leaseholder Panel.

3.3

If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:

The Strategy is largely driven by legislation and we have minimal opportunity to flex the way we operate. We have therefore restricted consultation to the Tenant and Leaseholder Panel.

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<p>Neutral</p> <p>Between the 2011 and 2021 census the population of Epping Forest increased by around 10,300 to around 135,000. The population of people aged over 65 has increased in the same period from 22,550 to 26,269 (around 1.4%), with the biggest increase being in those aged 65 to 74 years.</p> <p>There is no restriction on the age of applicants who wish to buy their home and the Strategy does not introduce any changes that will impact on customers based on age.</p>	L
Disability	<p>Neutral</p> <p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents - 134,982 Disabled under the Equality Act: Day-to-day activities limited a lot – 5.9% (7,976 residents) Disabled under the Equality Act: Day-to-day activities limited a little – 8.2% (11,036 residents) Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited - 6.1% (8,186 residents) Not disabled under the Equality Act: No long term physical or mental health conditions – 79.9% (107,784 residents)</p> <p>There is no restriction on the ability of applicants who wish to buy their home and the Strategy does not introduce any changes that will impact on customers based on any disability they may have.</p>	L
Gender	<p>Neutral</p> <p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents - 134,980 Female – 51.4% (69,389 residents) Male – 48.6% (65,591 residents)</p> <p>There is no restriction on the gender of applicants who wish to buy their home and the Strategy does not introduce any changes that will impact on customers based on their gender.</p>	L
Gender reassignment	Neutral –	L

	<p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents aged 16 and over - 109,932 Gender identity the same as sex registered at birth - 94.4% (103,752 residents) Gender identity different from sex registered at birth but no specific identity given - 0.2% (171 residents) Trans woman - 0.1% (75 residents) Trans man - 0.1% (72 residents) Non-binary – 0.0% (28 residents) All other gender identities – 0.0% (14 residents) Not answered - 5.3% (5,820 residents)</p> <p>There is no restriction on the gender of applicants who wish to buy their home and the Strategy does not introduce any changes that will impact on customers based on their gender.</p>	
Marriage/civil partnership	<p>Neutral</p> <p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents aged 16 and over - 109,933 Married or in a registered civil partnership – 47.8% (52,592 residents) Never married and never registered a civil partnership - 35.1% (38,594 residents) Separated, but still legally married or still legally in a civil partnership - 2.0% (2,166 residents) Divorced or civil partnership dissolved - 8.7% (9,564 residents) Widowed or surviving civil partnership partner – 6.4% (7,017 residents)</p> <p>There is no restriction on the marital/partnership status of applicants who wish to buy their home and the Strategy does not introduce any changes that will impact on customers based on their marital/partnership.</p>	L
Pregnancy/maternity	<p>Neutral</p> <p>There is no restriction on the status of applicants who wish to buy their home and the Strategy does not introduce any changes that will impact on customers based on whether they are pregnant or no.</p>	L
Race	<p>Neutral</p> <p>There is nothing to indicate that residents who fall within this group will be disproportionately affected by the strategy.</p> <p>Services will be sensitive to ensuring policies apply equally and fairly to residents of all races and ethnicity.</p> <p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents - 134,980 Asian, Asian British or Asian Welsh - 7.2% (9,678 residents)</p>	L

	<p>Black, Black British, Black Welsh, Caribbean or African - 2.9% (3,932 residents) Mixed or Multiple ethnic groups - 3.6% (4,896 residents) White - 84.1% (113,469 residents) Other ethnic group - 2.2% (3,005 residents)</p>	
Religion/belief	<p>Neutral –</p> <p>There is nothing to indicate that residents who fall within this group will be disproportionately affected by the strategy.</p> <p>Services will be sensitive to ensuring policies apply equally and fairly to residents with varying beliefs.</p> <p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents - 134,979 No religion - 33.3% (44,976 residents) Christian - 49.4% (66,733 residents) Buddhist - 0.4% (512 residents) Hindu - 2.1% (2,848 residents) Jewish - 3.2% (4,376 residents) Muslim - 3.5% (4,699 residents) Sikh – 1.4% (1,847 residents) Other religion - 0.6% (868 residents) Not answered - 6.0% (8,120 residents)</p>	L
Sexual orientation	<p>Neutral –</p> <p>There is nothing to indicate that residents who fall within this group will be disproportionately affected by the strategy.</p> <p>Services will be sensitive to ensuring policies apply equally and fairly to residents who may be impacted because of their sexual orientation.</p> <p><u>2021 Census Profile for areas in England and Wales - Nomis (nomisweb.co.uk)</u> All usual residents aged 16 and over - 109,932 Straight or Heterosexual - 91.3% (100,420 residents) Gay or Lesbian – 1.0% (1,139 residents) Bisexual – 0.7% (763 residents) Pansexual – 0.1% (161 residents) Asexual – 0.0% (33 residents) Queer – 0.0% (18 residents) All other sexual orientations - 0.0% (16 residents) Not answered - 6.7% (7,382 residents)</p>	L

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	<p><i>Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?</i></p>	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	<p><i>If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.</i></p>

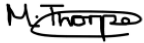
Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
N/A	N/A	N/A

Section 7: Sign off

I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)

Signature of Head of Service:



Date: 13th November 2024

Signature of person completing the EqIA: *KBowman*

Date: 13th November 2024

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.