



# South Kesteven District Council

## Equality Analysis (Stage 1)

### Local Authority Mortgage Scheme Introduction of choice of Lenders

<b>Service Area:</b>	<b>Lead officer:</b> Richard Wyles	<b>Date of Meeting</b>  01/07/13
<b>Financial Services</b>	<b>Assessors:</b> Richard Wyles	
	<b>Neutral Assessor:</b> Carol Drury	

**1. Name and description of policy/service/function/strategy**

Local Authority Mortgage Scheme.

Sector Treasury Management Services (The Council's Treasury Management Advisors) have developed a national scheme, initially in conjunction with the Lloyds Banking Group, to allow Councils to provide support to first-time buyers. The scheme provides help for potential buyers who can afford mortgage payments – but not the initial deposit – to get on to the property ladder.

Currently, home mortgage lenders are typically prepared to lend a maximum of 75-80% loan to value, even if the applicant can afford a 95% mortgage. The applicant therefore requires a substantial deposit. Many potential first-time home-buyers do not have the funds needed for such a deposit.

The adoption of the LAMS scheme will contribute to the fulfilment of the council's strategic aims and objectives by enabling first-time buyers to enter the housing market within the district, and subsequently to contribute to its social, environmental and economic well-being. It is a customer and community focused initiative, providing practical assistance to first-time buyers, whilst freeing up social housing for those in greater need.

This scheme has been in operation since July 2012. The proposal is to extend the scheme to include additional lenders and in this instance Teachers Building Society. Whilst it is recognised that the Building Society is specifically aimed at the teaching professionals only, this is mitigated as the local scheme also includes Lloyds TSB Bank Plc which welcomes applications from all employment sectors.

**Is this a new or existing policy? Existing**

**2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.**

<b>Equality Group</b>	<b>Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups?  Please state which for each group</b>	<b>Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b>
<b>Age</b>	Positive	LAMS generally gives first time buyers from all sectors of the community the capacity to

		purchase a property within the district. The introduction of an additional lender into the scheme operated in South Kesteven means that choice is an option. It is recognised that the target market of this additional lender (Teachers Building Society) is limited to persons within a specific area of employment however the scheme remains open to all through its original partner lender Lloyds TSB.
<b>Disability</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Race</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Gender Reassignment</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Religion or Belief</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Sex</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Sexual Orientation</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Pregnancy and Maternity</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Marriage and Civil Partnership</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.

<b>Carers</b>	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)	Positive	All comments listed above are relevant also to this protected characteristic. Eligibility into this scheme is not restricted by protected characteristic.
<b>General comments</b>		

**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

The proposal is to include additional Lenders to the scheme - these lenders have been independently verified in terms of their eligibility and financial viability to ensure they can meet the requirements of the scheme.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

Follow-up reports on the effectiveness of the Scheme which will include an anonymous breakdown of information relating to successful applicants will be provided by the Lenders to the Authority over the period of operation of the Scheme.

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a) No major change needed: equality analysis has not identified any potential

	for discrimination or for negative impact and all opportunities to promote equality have been taken	
<b><i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

**b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

**c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

**Signed (Lead Officer):**  
*(Name and title)*

**Richard Wyles**  
*Head of Finance*

**Date completed:**

**01/07/13**

**Signed (Neutral Assessor):**  
*(Name and title)*

**Carol Drury**  
Community Engagement & Policy Development Officer

**Date signed off:**

**02/07/13**