



## Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Housing Revenue Account Asset Acquisition and Disposal Policy
2. Summary of aims and objectives of the policy/funding activity/event	The purpose of the policy is to set out the circumstances in which the Council will acquire and dispose of land, development sites, residential properties, former council properties, current housing stock and empty homes.
3. Who is affected by the policy/funding activity/event?	Residents of South Kesteven district in need of council housing.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Consultation not required to be undertaken.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	To be completed.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <small>(The Action Log below should be completed to provide further detail)</small>
Age	Positive	The policy will allow the acquisition of properties and land to provide affordable housing which will positively affect both young people and older people, who particularly tend to need affordable housing both in our towns and in the rural areas of the district.	
Disability	Positive	As above, the policy will allow the acquisition of properties and land to provide affordable housing which will positively affect people with disabilities, who particularly tend to need affordable housing both in our towns and in the rural areas of the district.	
Gender Reassignment	N/A	This protected characteristic is not affected by this policy and the implementation of it.	



Marriage and Civil Partnership	N/A	This relates to employment legislation only and therefore is not relevant.	
Pregnancy and Maternity	Positive	As with age and disability, the policy will allow the acquisition of properties and land to provide affordable housing which will positively affect people who are on maternity leave and on a lower income as they particularly tend to need affordable housing both in our towns and in the rural areas of the district.	
Race	N/A	This protected characteristic is not affected by this policy and the implementation of it.	
Religion or Belief	N/A	This protected characteristic is not affected by this policy and the implementation of it.	
Sex	N/A	This protected characteristic is not affected by this policy and the implementation of it.	
Sexual Orientation	N/A	This protected characteristic is not affected by this policy and the implementation of it.	
<b>Other Factors requiring consideration</b>			
Socio-Economic Impacts	Positive	The policy will allow the acquisition of properties and land, which will positively affect people who need affordable housing.	
Carers (those who provide unpaid care to a family member, friend or partner)	Positive	The policy will allow the acquisition of properties and land, which will positively affect people who need affordable housing. In particular this includes carers who need to live in the same village as the person they are caring for and there is no, or limited, public transport.	



## Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.

Group/Organisation	Date	Response

## Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status

## Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. <b>No barriers</b> identified, therefore activity will proceed		
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias		
4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		



**Did you consult with an Equality Ally prior to carrying out this assessment? Yes**

**Sign off**

<b>Name and job title of person completing this EIA</b>	Celia Bown, Senior Housing Policy and Strategy Officer
<b>Officer Responsible for implementing the policy/function etc</b>	Craig Spence, Acting Director of Housing
<b>Date Completed</b>	31 <sup>st</sup> July 2023
<b>Line Manager</b>	Jodie Archer
<b>Date Agreed (by line manager)</b>	7 <sup>th</sup> August 2023
<b>Date of Review (if required)</b>	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.