

Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
 - b. **identify ways to advance equality of opportunity,**
 - c. **foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
 3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
 4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

1. Age	6. Race & Ethnicity
2. Disability	7. Religion or Belief
3. Gender Reassignment	8. Sex
4. Marriage & Civil Partnership	9. Sexual Orientation
5. Pregnancy & Maternity	NEW- Socio-economic inequalities (voluntary adoption)
	NEW- Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.

7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

Section 1: General overview of the activity under consideration

1.	Name of activity being assessed.	Entering into an Agreement for Lease (AFL) and subsequent long lease disposal of Balfour Road and Pegasus Road to Oxfordshire Community Land Trust (OCLT) to deliver affordable housing.	2.	The implementation date of the activity under consideration:	July 2026
3.	Directorate/Department(s):	Regeneration, Economy and Sustainability	4.	Service Area(s):	Affordable Housing Supply
5.	Who is (are) the assessment lead(s): Please provide: -Name -Email address	Anneri Gatial Agatial@oxford.gov.uk Daniel Bond Dbond@oxford.gov.uk	6.	Contact details, in case there are queries: Please provide: -Name -Email address	Anneri Gatial Agatial@oxford.gov.uk Daniel Bond Dbond@oxford.gov.uk
7.	Is this a new or ongoing EqlA?	New ☐	8.	If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.	No
9.	Date this EqlA started:	21/07/2026			
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?	No, it relates to a delegated decision that is not a key decision	11.	Give a date (tentative or otherwise) when this assessment will be taken to the CMT.	N/A

Section 2: About the activity, change, or policy that is being assessed.

12.	Type of activity being considered: Check the most appropriate.	☐	☐ Decommissioning	☐ Commissioning	☐	
		☐ Others. Please specify: None				
13.	Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil? Please check as needed.	☐ <u>Good, affordable homes</u>	☐ Strong, fair economy	☐ <u>Thriving Communities</u>	☐ Zero Carbon Oxford	☐ <u>Well run council</u>
14.	Which priority area(s) within <u>Oxford City Council's Equality, Diversity & Inclusion Strategy (2022)</u> does this activity fulfil? Please check as needed.	☐ <u>Responsive services and customer care.</u>	☐ Diverse and engaged workforce.	☐ <u>Leadership & organisational commitment.</u>	☐ <u>Understanding and working with our communities.</u>	
15.	Outline the aims, objectives, & priorities of the activity being considered.	The purpose of the activity is to enter into an Agreement for Lease and subsequently grant long leases of the Council-owned sites at Balfour Road and Pegasus Road to Oxfordshire Community Land Trust (OCLT). The activity will enable the delivery of genuinely affordable and social rented homes on currently underutilised brownfield land in Blackbird Leys. The proposals support Oxford City Council's strategic priority of increasing affordable housing supply and meeting identified housing need. The development will be delivered through a community-led housing model, supporting local participation and stewardship while ensuring homes remain affordable through legal and				

		contractual safeguards. Properties will be allocated through the Oxford Register for Affordable Housing (ORAH), ensuring a fair and transparent allocation process.
16.	Please outline the consequences of not implementing this activity. For example, -Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.	Failure to proceed with the Agreement for Lease would result in the sites remaining underutilised and would delay or prevent the delivery of much-needed affordable housing. The Council would be less able to meet its strategic objectives around housing delivery, housing affordability and support for community-led housing initiatives. The opportunity to provide affordable homes for households experiencing housing need would be lost, particularly affecting lower-income households and groups disproportionately impacted by housing affordability pressures. The decision would also reduce progress towards the objectives outlined within the Housing and Homelessness Strategy and Corporate Strategy.

Section 3: Understanding service users, residents, staff and any other impacted parties.

17.	Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups? Please provide details— -when, -how many, and -the approach taken.	Consultation and engagement was undertaken by OCLT during the feasibility stage of the community-led housing programme for the Blackbird Leys garage sites. Feedback demonstrated support in principle for redevelopment of underused garage sites to provide affordable housing.
18.	List information and data used to understand who your residents or staff are and how they will be impacted.	The following information was used in assessing impacts: • Oxford City Council Housing and Homelessness Strategy 2023–2028. • Oxford Local Plan 2036 (Policy H7 – Community Led Housing).

	These could be- -third-party research, -census data, -legislation, -articles, -reports, -briefs.	• Brownfield Land Release Fund (BLRF2) Cabinet Report (January 2024). • Oxford housing need evidence and affordable housing demand data. • Oxford Register for Affordable Housing (ORAH) allocation framework. • Community engagement undertaken during the feasibility study. • Equalities considerations contained within the original Cabinet report. • Information relating to low garage occupancy rates within Blackbird Leys and availability of alternative garage provision.
19.	If you have not done any consultations or collected data & information, are you planning to do so in the future? Please list the details – -when, -with whom, and -how long will you collect the relevant data.	The Council will continue to monitor delivery of the homes through the project governance arrangements and through the allocation process. Information relating to housing demand, nominations, occupancy and demographic characteristics of residents housed through the scheme will be reviewed through existing Council and ORAH monitoring arrangements.

Section 4: Impact analysis.

20.	Who does the activity impact?	Service Users	<u>Yes</u> ☐	No	Don't Know ☐
	Check as needed.	Members of staff	Yes	<u>No</u> ☐	Don't Know ☐
	The impact may be positive, negative or unknown.	General public	<u>Yes</u>	No ☐	Don't Know ☐
		Partner / Community Organisation	<u>Yes</u> (OCLT) ☐	No ☐	Don't Know ☐

	City Councillors	Yes ☐	<u>No</u> ☐	Don't Know ☐
	Council suppliers and contractors	Yes ☐	<u>No</u>	Don't Know ☐

21.	Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?					
Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/information/evidence supporting your assessment	Analysis & insight Mitigations
Age	X	☐		☐	Affordable housing is likely to benefit younger households struggling to access housing and older residents requiring secure affordable accommodation.	Increased access to affordable housing supports housing security across age groups.
Disability (Visible and invisible)	X	☐	☐	☐	Affordable housing can provide improved access to suitable accommodation for disabled people	Detailed scheme design will be required to comply with

					experiencing barriers in the housing market.	Building Regulations and planning requirements for accessibility.
Gender re-assignment		☐	x	☐	No specific impacts identified.	Homes will be allocated through established and inclusive housing allocation processes.
Marriage & Civil Partnership	☐	☐	x	☐	No specific impacts identified.	Affordable housing opportunities will be available regardless of marital status

Race, Ethnicity and/or Citizenship	x	☐	☐	☐	Minority ethnic households are disproportionately represented among households experiencing housing affordability challenges.	Increased affordable housing supply is expected to improve access to housing opportunities for diverse communities.
Pregnancy & Maternity	x ☐	☐		☐	Affordable family housing can benefit households with children and pregnant residents seeking secure accommodation.	Additional affordable housing increases opportunities for families experiencing housing need.
Religion or Belief		☐	x	☐	No specific impacts identified.	

					Homes will be allocated fairly through ORAH.
Sex	x			☐ Women are disproportionately represented among lone-parent households and may particularly benefit from affordable housing provision.	The proposal improves affordable housing opportunities for households experiencing housing need.
Sexual Orientation	☐	☐	x	☐ No specific impacts identified.	Allocation arrangements are inclusive and non-discriminatory.

Socio-economic inequalities such as: - income and factors that impact income. -access to jobs This was voluntarily adopted by Oxford City Council on the 13th of March 2024.	☐ x	☐	☐	The primary purpose of the proposal is the delivery of affordable and social rented housing for people unable to access market housing.	This proposal directly contributes to reducing housing inequality and improving housing affordability for lower-income households.
Other (voluntary consideration) Sanctuary seeking status leading to intersecting inequalities experienced by For example: asylum seeker, refugee, person with insecure immigration status Oxford City Council became a local authority of sanctuary in December 2024, thereby committing to learn from our experiences, embed inclusive practices and share efforts to create a	x ☐	☐	☐	Expanded affordable housing supply may increase housing opportunities available to qualifying households experiencing housing insecurity.	Allocation will occur through established housing allocation procedures.

culture of welcome and safety for all.						
Other For example: - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members	X ☐	☐	☐	☐	The activity directly seeks to provide affordable housing to residents experiencing housing affordability pressures. Residents in Housing Need	Additional affordable homes contribute to meeting identified housing need within Oxford.

Section 5: Conclusion(s) of your Full Impact Assessment

22.	Conclusions.						
☐	Stop and reconsider the activity.	☐	Adjust activity before beginning the activity and continue to monitor.	☒	<u>No major change(s) or adjustments and continue with activity but continue to monitor.</u>	☐	No major change(s) or adjustments and continue with the activity. No need to

							monit or in the future .
23.	Please explain how you have reached your conclusions above.		No adverse equality impacts have been identified. The proposal is expected to have a positive impact by enabling delivery of affordable and social rented homes on two currently underutilised brownfield sites. The greatest benefits arise for those experiencing housing need, including lower-income households, families, older people, disabled residents and some ethnic minority groups who are more likely to face barriers in accessing suitable housing. The homes will be allocated through the Oxford Register for Affordable Housing (ORAH), ensuring transparent and equitable access. The proposal supports Oxford City Council's commitment to increasing affordable housing supply while promoting community-led development. The activity therefore advances equality of opportunity and contributes positively to reducing socio-economic disadvantage.				

Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA.
These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

24.	Who or which team or service area will be responsible for monitoring equalities impact? For example- - team, -directorate, -service area, -Equalities Steering Group,etc.	Affordable Housing Supply Team, Housing Services, Oxford City Council.		
25.	Who (individual, team, or service area) will be responsible for carrying out the EqlA review?	Affordable Housing Supply Team in conjunction with Oxfordshire Community Land Trust and relevant Housing Services officers.		
26.	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.	Annual review, and at key project milestones including planning approval, lease completion and occupation of homes.	27. Date when the EqlA will be reviewed again.	July 2027

Section 7: Sign-off

Suggested list of people to include are:

- 1) Project lead/manager.
- 2) Head of service area or

Name:

Job Title:

Signature:

Name:

Job Title:

Signature:

Name: Full Name

Job Title: Type here

Signature:

You have now reached the end of the assessment.

⚠ Please appended this to any reports and project files for reference.

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