

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.
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Section 1: General overview of the activity under consideration

1.	Name of activity being assessed.	Entering into Agreement with OCHL for development of three affordable housing units at Tucker Road, Blackbird Leys.	2.	The implementation date of the activity under consideration:	June 2026
3.	Directorate/Department(s):	Place	4.	Service Area(s):	Economy, Regeneration and Sustainability
5.	Who is (are) the assessment lead(s): Please provide: -Name -Email address	Safridi@oxford.gov.uk	6.	Contact details, in case there are queries: Please provide: -Name -Email address	nkowalski@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.	n/a
9.	Date this EqlA started:	01/06/2026			
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?	Yes	11.	Give a date (tentative or otherwise) when this assessment will be taken to the CMT.	

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

12.	Type of activity being considered: Check the most appropriate.	☐ ☐ ☐ ☒ Commissioning X ☐ Others. Please specify:				
13.	Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil? Please check as needed.	☐ Good, affordable homes X	☐ Strong, fair economy N/A	☐ Thriving Communities N/A	☐ Zero Carbon Oxford N/A	☐ Well run council X
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.	☐ Responsive services and customer care. N/A	☐ Diverse and engaged workforce. X	☐ Leadership & organisational commitment. N/A	☐ Understanding and working with our communities. X	
15.	Outline the aims, objectives, & priorities of the activity being considered.	The aim of this activity is to ensure that the decision to enter into development agreement with OCHL to deliver homes at Tucker Road — specifically for the delivery of affordable housing — is made in a way that is fair, transparent, and compliant with the Public Sector Equality Duty (PSED). It seeks to identify and mitigate any potential negative impacts on people with protected characteristics under the Equality Act 2010.				

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.	The consequences of not implementing this activity would be non-compliance with statutory duties, risk of discriminatory outcomes and weakened decision-making.
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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.	No  
18. List information and data used to understand who your residents or staff are and how they will be impacted. These could be- -third-party research, -census data, -legislation, -articles, -reports, -briefs.	N/A

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.	No
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Section 4: Impact analysis.

20.	Who does the activity impact?	Service Users	Yes ☐	No ☐	Don't Know ☐
	Check as needed. The impact may be positive, negative or unknown.	Members of staff	Yes ☐	No ☐	Don't Know ☐
		General public	Yes ☐	No ☐	Don't Know ☐
		Partner / Community Organisation	Yes ☐	No ☐	Don't Know ☐
		City Councillors	Yes ☐	No ☐	Don't Know ☐
		Council suppliers and contractors	Yes ☐	No ☐	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	☐		☐	Development of three new affordable homes for families, offering secure tenure for families and reducing housing costs and/or preventing homelessness. Stable home environment supports child development, education and wellbeing.	
Disability (Visible and invisible)		☐	X ☐	☐	No anticipated impact	
Gender		☐	X	☐	No anticipated impact	

re-assignment						
Marriage & Civil Partnership	☐	☐	X	☐	No anticipated impact	
Race, Ethnicity and/or Citizenship		☐	X ☐	☐	No anticipated impact	
Pregnancy & Maternity	☐	☐	X	☐	No anticipated impact	
Religion or Belief		☐	X	☐	No anticipated impact	

Sex			X	☐	No anticipated impact	
Sexual Orientation	☐	☐	X	☐	No anticipated impact	
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 ☐	☐		☐	Development of three new affordable homes for families, offering secure tenure for families and reducing housing costs and/or preventing homelessness. Stable home environment supports access to employment and education.	
Other (voluntary consideration)	☐	☐	X	☐	No anticipated impact	

Sanctuary seeking status leading to intersecting inequalities experienced by For example: asylum seeker, refugee, person with insecure immigration status <u>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 culture of welcome and safety for all.</u>					www.oxford.gov.uk 	
Other For example: - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members	☐	☐		☐		

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.	☒	No major change(s) or adjustments and continue with activity but continue to monitor.	Error! Bookmark not defined.	No major change(s) or adjustments and continue with the activity. No need to monitor in the future.
23.	Please explain how you have reached your conclusions above.		Benefits of Implementation: Creation of new homes provides much needed affordable housing for the community. Promotes Equity: Ensures everyone has equal opportunities. Enhances Diversity: Creation of new homes creates a more inclusive community. Improves Representation: Creation of new homes creates a more inclusive community					

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.	People Services, Sobia Afridi
25.	Who (individual, team, or service area) will be responsible for carrying out the EqlA review?	Sobia Afridi
26.	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.	No further review needed 27. Date when the EqlA will be reviewed again. N/A

Section 7: Sign-off

Name: **Sobia Afridi**

Job Title: EDI Specialist

Signature:

You have now reached the end of the assessment.

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

Suggested list of people to include are:

- 1) Project lead/manager.
- 2) Head of service area or team.
- 3) Person who completed the EqlA.
- 4) EDI Lead.
- 5) EDI Specialist.
- 6) For joint projects, please consider the following:
 1. Other project leads
 2. Other service area and/or team lead/managers.

This is not an exhaustive list.