

## 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.

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## 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	<b>NEW-</b> Socio-economic inequalities (voluntary adoption)
	<b>NEW-</b> 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.

# Pride in Place Programme – Equalities Impact Assessment

December 2025

## Section 1: General overview of the activity under consideration

<b>1.</b>	<b>Name of activity being assessed.</b>	Pride in Place Programme	<b>2.</b>	<b>The implementation date of the activity under consideration:</b>	12/02/2026
<b>3.</b>	<b>Directorate/Department(s):</b>	Communities and Citizens' Services	<b>4.</b>	<b>Service Area(s):</b>	Leisure, Parks & Communities Services
<b>5.</b>	<b>Who is (are) the assessment lead(s):</b>	Shabnam Sabir <a href="mailto:ssabir@oxford.gov.uk">ssabir@oxford.gov.uk</a>	<b>6.</b>	<b>Contact details, in case there are queries:</b>	Roo Humpherson <a href="mailto:anhumpherson@oxford.gov.uk">anhumpherson@oxford.gov.uk</a>
<b>7.</b>	<b>Is this a new or ongoing EqIA?</b>	New	<b>8.</b>	<b>If this is an extension of a previous EqIA, please indicate where the previous EqIA is located and share the link to the said EqIA.</b>	NA
<b>9.</b>	<b>Date this EqIA started:</b>	24/12/2025			
<b>10.</b>	<b>Will this EqIA be attached to <u>Corporate Management Team (CMT)</u> reports/updates, which will be published online?</b>	No	<b>11.</b>	<b>Give a date (tentative or otherwise) when this assessment will be taken to the CMT.</b>	12/02/2026

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

12.	<p>Type of activity being considered: Check the most appropriate.</p>	<input type="checkbox"/>	<input type="checkbox"/> Decommissioning	<input checked="" type="checkbox"/> Commissioning	<input type="checkbox"/>	
		<input type="checkbox"/>	<p><input type="checkbox"/> Others. Please specify: New Government funding for Greater Leys</p>			
13.	<p>Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil?</p>	<input type="checkbox"/> Good, affordable homes	<input checked="" type="checkbox"/> Strong, fair economy	<input checked="" type="checkbox"/> X Thriving Communities	<input type="checkbox"/> Zero Carbon Oxford	<input type="checkbox"/> Well run council
14.	<p>Which priority area(s) <u>within Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</u> does this activity fulfil?</p>	<input type="checkbox"/> Responsive services and customer care.	<input type="checkbox"/> Diverse and engaged workforce.	<input type="checkbox"/> Leadership & organisational commitment.	<input checked="" type="checkbox"/> Understanding and working with our communities.	
15.	<p>Outline the aims, objectives, &amp; priorities of the activity being considered.</p>	<p>The Pride in Place Programme (PiPP) is a new government funding programme, aimed at putting power into the hands of local people in some of the most in-need neighbourhoods across the UK, so that they can decide how to regenerate their local area. It gives communities control of £2m every year for the next 10 years, to be spent on projects that will make a real difference to the neighbourhoods they live in.</p> <p>Neighbourhoods will decide how to prioritise funding, based on extensive community engagement, across three core objectives:</p> <ul style="list-style-type: none"> <li>• <b>To build stronger communities</b> – All places should have strong relationships and a collective sense of belonging to their community. This helps bring people together to build community cohesion and resilience, helping people to feel proud of their area and safe in their neighbourhood.</li> </ul>				

	<ul style="list-style-type: none"> <li>• <b>To create thriving places</b> – Every part of the UK deserves to have vibrant neighbourhoods and communities with busy high streets, a good range of local amenities and high-quality physical infrastructure.</li> <li>• <b>To empower people to take back control</b> – Talent is spread equally but opportunity is not. Everybody should be empowered and in control of their lives and have a say over the future of their community.</li> </ul>
16.	<p><b>Please outline the consequences of not implementing this activity.</b></p> <p>The PiPP programme will deliver c.£20m funding to Greater Leys over ten years. Not implementing this activity will result in a loss of funding to a disadvantaged community.</p>

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

17.	<p><b>Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</b></p>	<p>Not yet. Engagement is to be led by the MP initially with support from the Council prior to establishment of a Neighbourhood Board which will then make decisions on how the programme is to be delivered including engagement. The MP has proposed an initial forum to introduce the project and details are awaited. The Council has offered support in setting this up.</p>
18.	<p><b>List information and data used to understand who your residents or staff are and how they will be impacted.</b></p> <p><b>These could be-</b>            -third-party research,            -census data,            -legislation,            -articles,            -reports,            -briefs.</p>	<p>MHCLG has identified the areas to receive funding and the methodology is set out in the prospectus summarised as below:</p> <ul style="list-style-type: none"> <li>• <b>Focus on need:</b> All methodologies use a composite measure of deprivation (Index of Multiple Deprivation (IMD)) and community need (Community Needs Index (CNI)), to identify areas with the poorest social and economic outcomes and create a single index of need. Deprivation refers to a lack of material resource and access to opportunities, while community need captures challenges such as poor access to services, limited community infrastructure, and low civic participation. The most deprived areas are then selected to receive funding.</li> </ul> <p>Full details are here:</p> <p><a href="https://www.gov.uk/government/publications/pride-in-place-programme-phase-2-methodology-note">Pride in Place Programme phase 2 methodology note - GOV.UK.pdf</a></p> <p>Selection of organisations and individuals to benefit from the programme will be managed by the Neighbourhood Board.</p>
19.	<p><b>If you have not done any consultations or collected data &amp; information, are you</b></p>	<p>See Q17. The Council Communities Team has offered support with engagement but it is to be led by the Chair and Neighbourhood Board following their selection.</p>

planning to do so in the future?

## Section 4: Impact analysis.

20.	Who does the activity impact?	Service Users	Yes <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
		Members of staff	Yes <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		General public	Yes <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
		Partner / Community Organisation	Yes <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		City Councillors	Yes <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		Council suppliers and contractors	<input type="checkbox"/>	No <input checked="" type="checkbox"/>	<input type="checkbox"/>

21.	Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?	OXFORD CITY COUNCIL					
	Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/ information/ evidence supporting your assessment	Analysis & insight Mitigations
	Age	X	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	According to latest mid year estimate data, the Greater Leys area has a higher proportion of young people (under 16s) than Oxford as whole (22% vs 16%). Conversely there is a lower proportion of older people (65 years and older) in this area	A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined

					compared to the Oxford average (9% vs 12%). In England as a whole the proportion of residents over 65 is 19%.	when the Pride in Place plan is approved. It is expected Pride in Place will benefit all age groups. Engaging with local schools, organisations working with children, youth and elders's community organisations and groups. <input type="checkbox"/>
<b>Disability</b>  <b>(Visible and invisible)</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	According to Census 2021 data, a slightly higher proportion of households in the Greater Leys area have someone with a disability in them compared to the Oxford average (35% vs 29%). This is higher still in the Northfield Brook ward where 41% of households in the ward have at least one person with a disability. <input type="checkbox"/>	A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved. It is expected Pride in Place will benefit residents with disabilities as research has shown that those with learning disabilities often suffer from poor health outcomes. <input type="checkbox"/>
<b>Gender re-assignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Census 2021 data shows the proportion of residents of the Greater Leys area who identify as a gender different to the sex they were registered at birth, is 0.8%. This compares to 1.4% in Oxford as whole and 0.5% in England as a whole.	A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved. It is expected Pride in Place will benefit everyone irrespective of gender reassignment to ensure that they do not feel excluded.
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	The Greater Leys area has a higher proportion of residents	A full consideration of the equality impact would need to

<b>Marriage &amp; Civil Partnership</b>			<p>who are separated or divorced then Oxford as a whole (12% vs 8%). There is a lower proportion of residents in the Greater Leys area who have never been married or never been in a civil partnership than Oxford as a whole (49% vs 56%). 34% of residents in Greater Leys are married or in a civil partnership and the majority of these are opposite sex rather than same sex relationships. This is similar to the findings for Oxford as whole (33% married or in a civil partnership).</p>	<p>be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved. It is expected Pride in Place will benefit all residents regardless of marital status.</p>
<b>Race, Ethnicity and/or Citizenship</b>	<input checked="" type="checkbox"/> <input type="checkbox"/>		<p>According to Census 2021 data, Greater Leys is a diverse area compared to England, with 29% of residents from an ethnic minority background vs 19% in England as whole, however is in line with the Oxford average (also 29%). There is a slightly higher proportion of residents in the Greater Leys area who identify as white British compared to the Oxford average (59% vs 54%). The largest ethnic minority group in Greater Leys is those who identify as Black, Black British, Black Welsh, Caribbean or African (12% vs 5% in Oxford as a whole). The proportion of residents who identify as Asian, Asian British or Asian Welsh is lower than the Oxford average (8% vs 15%). Residents from a mixed background is very slightly higher in Greater Leys than the Oxford average 7% vs 6%.</p>	<p>A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved. It is expected Pride in Place will engage and consult with diverse communities to ensure that they benefit and encourage them to be involved where appropriate to build a more inclusive community.</p>
<b>Pregnancy &amp; Maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>According to ONS data, the general fertility rate in England is</p>	<p>A full consideration of the equality impact would need to</p>

					currently about 49.4 births per 1,000 women aged 15-44. In Greater Leys this is approximately 61.4 and in Oxford as a whole 31.7. Greater Leys therefore has a higher general fertility rate than both Oxford and England. <input type="checkbox"/>	be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved. It is expected Pride in Place will benefit new and expectant mothers, and pregnancy groups. <input type="checkbox"/>
<b>Religion or Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		According to the Census 2021, the most common religion in the Greater Leys area is Christianity and a higher proportion of residents identify as Christian than in Oxford as a whole (48% vs 38%). This is also very slightly higher than the average for England (46%). About 38% of residents in Greater Leys state they have no religion. This compares to 39% in Oxford as whole. The second most common religious identity in the Greater Leys area after Christian is Muslim, with 7% of residents identifying as Muslim compared to 9% in Oxford as a whole. This is in line with England as a whole (7%). <input type="checkbox"/>	A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved. It is expected whilst a proportion of the community have no religious belief, faith institutions and those with religious beliefs will be engaged and benefit in Pride in Place. <input type="checkbox"/>
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	According to ONS population data, there is a slightly higher proportion of women in the Greater Leys area than men (51% vs 49%). This is in line with Oxford (51% vs 49%) and England averages (51% vs 49%). <input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	According to Census 2021 data, there is a higher proportion of residents who identify as heterosexual in the Greater Leys	A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood

			<p>area compared to Oxford as whole (89% vs 80%). This is in line with the average for England (89%). 2.8% of residents identify as gay, lesbian or bisexual, compared to 6.0% in Oxford. The percentage for England is 2.8%.</p>	<p>boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved.</p> <p>It is expected Pride in Place will engage and consult with the local LGBTQ+ community to ensure they are included.</p>
<p><b>Socio-economic inequalities such as:</b></p> <ul style="list-style-type: none"> <li>- income and factors that impact income.</li> <li>- access to jobs</li> </ul>	<input data-bbox="714 457 752 520" type="checkbox"/>	<input data-bbox="893 457 932 520" type="checkbox"/>	<p>Four LSOAs (lower Layer Super Output Areas) sit within Greater Leys MSOA (Middle Layer Super Output Area). These LSOAs are Oxford 018A, 018B, 018C and 018D. Of these four LSOAs, two are in the 10% most deprived areas in the country (Oxford 018B and 018C). Both sit within the Northfield Brook ward. LSOA Oxford 018A is in the 20% most deprived in the country and sits within the Blackbird Leys ward. LSOA Oxford 018D is in the 7<sup>th</sup> decile making it in the 40% least deprived of areas in the county. This LSOA sits within the Northfield Brook ward.</p> <p>The average income after housing costs in the Greater Leys area is lower than the Oxford average (£24,200 vs £32,961) and is also lower than the England average (£29,614).</p> <p>The proportion of benefit claimants in the Greater Leys area is higher than the Oxford average (4.3% vs 2.6%). This is very slightly higher than the England average (4.0%).</p>	<p>A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved.</p> <p>It is expected that the Pride in Place Programme will have a significant benefit for people who have different socio-economic backgrounds.</p>

					<p>The jobs density in Greater Leys (the number of jobs located in the local area as a percentage of the working age population in that area) is 15% compared to 103% in Oxford as whole (in other words in Oxford there are more jobs than people).</p> <p><input type="checkbox"/></p>	
<p><b>Other (voluntary consideration)</b></p> <p><b>Sanctuary seeking status leading to intersecting inequalities experienced by</b></p> <p><b>For example:</b> asylum seeker, refugee, person with insecure immigration status</p>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Accurate data on asylum seekers and refugees is difficult obtain, especially data that is accurate at a local level. But there are approx 238 temporary asylum seeking residents in the hotel in Greater Leys.</p> <p><input type="checkbox"/></p>	<p>A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved.</p> <p>It is expected Pride in Place will work with asylum seeking charities and LA to improve community cohesion.</p> <p><input type="checkbox"/></p>
<p><b>Other</b></p> <p><b>For example:</b></p> <ul style="list-style-type: none"> <li>- Unpaid carers</li> <li>- Prison population</li> <li>- Homeless population</li> <li>- Council suppliers &amp; contractors</li> <li>- Cabinet Members</li> </ul>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>There is a slightly higher proportion of unpaid carers in the Greater Leys area compared to Oxford as whole (9% vs 7%). This compares to 9% in England. There is also a slightly higher proportion of residents providing more than 50 hours of unpaid care per week in this area than the Oxford average (3% vs 2%). This compares to 3% in England as whole.</p> <p><input type="checkbox"/></p>	<p>A full consideration of the equality impact would need to be built into the decision making of the Neighbourhood boards as they work with communities and residents. As such, this would be determined when the Pride in Place plan is approved.</p> <p><input type="checkbox"/></p>

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

22.

**Conclusions.**

<input type="checkbox"/>	Stop and reconsider the activity.	<input type="checkbox"/>	Adjust activity before beginning the activity and continue to monitor.	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with activity but continue to monitor.	<input type="checkbox"/>	No major change(s) or adjustments and continue with the activity. No need to monitor in the future.
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23.

**Please explain how you have reached your conclusions above.**

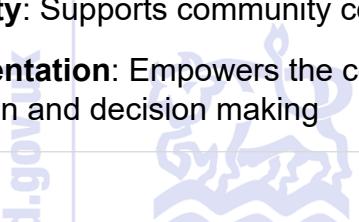
**Benefits of Implementation:** Opportunity to support disadvantaged community including support for organisations and individuals across all EqIA areas

**Promotes Equity:** Improves opportunities

**Enhances Diversity:** Supports community cohesion and resilience and safe neighbourhoods

**Improves Representation:** Empowers the community through the Neighbourhood Board offering direct representation and decision making

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**Section 6: Monitoring and review plan.**

The responsibility for maintaining a monitoring arrangement of the EqIA action plan lies with the service/team completing the EqIA.

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.

Team: Community Services  
Directorate: Communities and Citizens' Services

25.	Who (individual, team, or service area) will be responsible for carrying out the EqIA review?	Community Services		
26.	How often will the equality impact be reviewed for this activity?  <b>For example-</b> -quarterly, -yearly, etc.	Stage reviews dependent on PiPP programme	27. Date when the EqIA will be reviewed again.	July 2026

## Section 7: Sign-off

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**Suggested list of people to include are:**

- 1) Project lead/manager.
- 2) Head of service area or team.
- 3) Person who completed the EqIA.
- 4) EDI Lead.
- 5) EDI Specialist.

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Name: Roo Humpherson

Job Title: Regeneration manager

Signature:

Roo Humpherson

Name: Shabnam Sabir

Job Title:

Job Title: Locality Manager

Signature:

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Name: Hagan Lewisman

Job Title: Active Communities Lead

Signature: Hagan Lewisman

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Name: Full Name

Job Title: Type here

Signature:

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Name: Full Name

Job Title: Type here

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**You have now reached the end of the assessment.**

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

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