

## 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        | <b>NEW- Socio-economic inequalities (voluntary adoption)</b>                                   |
|                                 | <b>NEW- Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)</b> |

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 Local Authority Housing Fund ("LAHF") – Round 4                    | 2.  | The implementation date of the activity under consideration:                                                                        | 13 July 2026                                                                     |
| 3.  | Directorate/Department(s):                                                                                                     | City and Citizens' Service                                                       | 4.  | Service Area(s):                                                                                                                    | Housing Services                                                                 |
| 5.  | Who is (are) the assessment lead(s):                                                                                           | Stephen Cohen,<br><a href="mailto:scohen@oxford.gov.uk">scohen@oxford.gov.uk</a> | 6.  | Contact details, in case there are queries:                                                                                         | Stephen Cohen,<br><a href="mailto:scohen@oxford.gov.uk">scohen@oxford.gov.uk</a> |
| 7.  | Is this a new or ongoing EqlA?                                                                                                 | New X                                                                            | 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:                                                                                                        | 5 June 2026                                                                      |     |                                                                                                                                     |                                                                                  |
| 10. | Will this EqlA be attached to <a href="#">Corporate Management Team (CMT)</a> reports/updates, which will be published online? | N/a                                                                              | 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: | <input checked="" type="checkbox"/> Budget <input type="checkbox"/> Decommissioning <input type="checkbox"/> Commissioning |
|-----|------------------------------------|----------------------------------------------------------------------------------------------------------------------------|

|     |                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                               |                                                                  |                                                                                     |                                           |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------|
|     |                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                               |                                                                  | <input type="checkbox"/> Change to an existing activity.                            |                                           |
|     |                                                                                                                                           | <input type="checkbox"/> New Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <input checked="" type="checkbox"/> Others – project approval |                                                                  |                                                                                     |                                           |
| 13. | Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil?                      | <input checked="" type="checkbox"/> Good, affordable homes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <input type="checkbox"/> Strong, fair economy                 | <input checked="" type="checkbox"/> Thriving Communities         | <input type="checkbox"/> Zero Carbon Oxford                                         | <input type="checkbox"/> Well run council |
| 14. | Which priority area(s) within <u>Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</u> does this activity fulfil? | <input checked="" 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. | Outline the aims, objectives, & priorities of the activity being considered.                                                              | <p>Oxford City Council have been allocated grant funding for LAHF Round 4 to purchase 8 properties. There are two elements to the fund, the temporary accommodation ('TA') element for 4 units, with properties used for homeless households and the 'resettlement' element for 4 units to support Afghan households in need of resettlement under the Afghan Resettlement Programme (ARP).</p> <p>LAHF R4 will help the Council achieve its corporate priorities, to deliver good, affordable homes and support thriving communities, and allow the Council to access grant funding to both increase the supply of good quality temporary accommodation, address the immediate pressures of supporting refugee communities to find accommodation, as well as adding to our stock of council housing for the future.</p> |                                                               |                                                                  |                                                                                     |                                           |

|     |                                                                           |                                                                                                                                                                                                                                                              |
|-----|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                           | The objectives of the fund and delivery plan are set out in the attached cabinet report.                                                                                                                                                                     |
| 16. | <b>Please outline the consequences of not implementing this activity.</b> | If the Council did not implement this activity, it would not be able to take advantage of the grant funding available and not support wider corporate objectives regarding increasing affordable supply and supporting households who are seeking sanctuary. |

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

|     |                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 17. | <b>Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</b>              | LAHF R.4 is a governmental grant programme for Local Authorities to deliver housing. Central government prescribe the delivery timeline alongside property type and the Council must follow the fund's guidance and prospectus rules. The delivery of housing will add to the Council housing stock for homeless households in need and also support resettlement families.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 18. | <b>List information and data used to understand who your residents or staff are and how they will be impacted.</b> | <p>The Council has seen a significant increase in demand for homelessness services in recent years and this in turn has increased the demand for emergency temporary accommodation (TA) including expensive hotel accommodation, required to meet the Council's statutory duties. Cabinet received a <a href="#">report</a> in April 2026, which confirmed that in financial year 2025-26 the Council had placed over 500 households into TA and has currently has around 320 households in TA, as of April 2026.</p> <p>Delivering temporary accommodation units will help to support homeless households needs by delivering good quality self-contained accommodation.</p> <p>The UK has welcomed Afghans who have fled the country following the Taliban takeover, due to the risk they will be persecuted for supporting the former government and the British presence in the country. Supporting refugee resettlement is aligned to the Council's strategy, and taking part in these government schemes helps ensure funding is received to adequately house and support these families as they settle in the city.</p> |

|     |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                  | Access into the private rented sector will be the most important option for many refugee households and work across Oxfordshire is underway to support access into the sector with support with deposits and rent in advance, but the opportunity from LAHF R4 is that it will allow the Council to work with a delivery partner to offer affordable housing at an affordable rent which also reduces homelessness demand. |
| 19. | If you have not done any consultations or collected data & information, are you planning to do so in the future? | n/a                                                                                                                                                                                                                                                                                                                                                                                                                        |

#### Section 4: Impact analysis.

|     |                               |                                   |                                         |                             |                                     |
|-----|-------------------------------|-----------------------------------|-----------------------------------------|-----------------------------|-------------------------------------|
| 20. | Who does the activity impact? | Service Users                     | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|     |                               | Members of staff                  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|     |                               | General public                    | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|     |                               | Partner / Community Organisation  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|     |                               | City Councillors                  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |
|     |                               | Council suppliers and contractors | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | Don't Know <input type="checkbox"/> |

|  |  |  |  |  |
|--|--|--|--|--|
|  |  |  |  |  |
|--|--|--|--|--|

| 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<br>Mitigations                                                                                                                                                                                                                                                            |
| Age<br>3381              | X                                                                                                                        | <input type="checkbox"/> |         | <input type="checkbox"/> | <p>In financial year 2025-26 the Council placed over 500 households into TA and currently has around 320 households in TA, with a substantial number in nightly paid accommodation as of April 2026. There is a significant need for good quality self-contained accommodation.</p> <p>The government has committed to supporting Afghans arriving on the government backed resettlement scheme and entering into the fund will help to support this aim by utilising grant funding and working with an RP partner with the benefit of increasing the supply of social housing.</p> | <p>The activity is about improving outcomes for homeless household and resettled refugees through utilisation of government grant funding to deliver accommodation.</p> <p>No negative impacts of these proposals have been identified and the proposal seeks to have a positive impact.</p> |

|                                           |   |                          |                          |                          |          |          |
|-------------------------------------------|---|--------------------------|--------------------------|--------------------------|----------|----------|
| <b>Disability</b>                         | X | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | As above | As above |
| <b>Gender re-assignment</b>               | X | <input type="checkbox"/> |                          | <input type="checkbox"/> | As above | As above |
| <b>Marriage &amp; Civil Partnership</b>   | X | <input type="checkbox"/> |                          | <input type="checkbox"/> | As above | As above |
| <b>Race, Ethnicity and/or Citizenship</b> | X | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | As above | As above |
| <b>Pregnancy &amp; Maternity</b>          | X | <input type="checkbox"/> |                          | <input type="checkbox"/> | As above | As above |

|                    |   |                          |  |                          |          |          |
|--------------------|---|--------------------------|--|--------------------------|----------|----------|
|                    |   |                          |  |                          |          |          |
| Religion or Belief | X | <input type="checkbox"/> |  | <input type="checkbox"/> | As above | As above |
| Sex                | X |                          |  | <input type="checkbox"/> | As above | As above |
| Sexual Orientation | X | <input type="checkbox"/> |  | <input type="checkbox"/> | As above | As above |

|                                                                                                                                                                                                                                                                                                                                                                                                       |   |                          |  |                          |          |          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|--------------------------|--|--------------------------|----------|----------|
| <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> <p>This was voluntarily adopted by <a href="#">Oxford City Council on the 13<sup>th</sup> of March 2024.</a></p>                                                                                                               | X | <input type="checkbox"/> |  | <input type="checkbox"/> | As above | As above |
| <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></p> <p>asylum seeker, refugee, person with insecure immigration status</p> <p><a href="#">Oxford City Council became a local authority of sanctuary in December 2024, thereby committing to learn from our experiences, embed</a></p> | X | <input type="checkbox"/> |  | <input type="checkbox"/> | As above | As above |

|                                                                                                                                                                                                                                           |                          |                          |  |                          |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--|--------------------------|--|--|
| inclusive practices and share efforts to create a culture of welcome and safety for all.                                                                                                                                                  |                          |                          |  |                          |  |  |
| <b>Other</b><br><b>For example:</b> <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 type="checkbox"/> |  | <input type="checkbox"/> |  |  |

3385

## 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 type="checkbox"/> | No major change(s) or adjustments and continue with activity but continue to monitor. | <input checked="" type="checkbox"/> No major change(s) or adjustments and continue with the activity. No need to monitor in the future. |

|     |                                                                    |                                                                                                                                                                                             |
|-----|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 23. | <b>Please explain how you have reached your conclusions above.</b> | Entering into the fund ensure the Council receives grant funding to deliver temporary accommodation and helps meet a corporate commitment on support government backed resettlement schemes |
|-----|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Section 6: Monitoring and review plan.

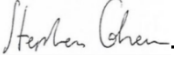
**The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA.  
These arrangements must be built into the performance management framework such as KPIs or Risk Registers.**

|     |                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 24. | <b>Who or which team or service area will be responsible for monitoring equalities impact?</b>       | All temporary accommodation properties will be let according to general policies on temporary accommodation allocation for households the Council has a homelessness duty towards (under Housing Act 1996, Part 7). Data is collected by central government (MHCLG) quarterly for all homelessness cases and this includes equalities data which is then monitored by the Housing Service. All resettlement properties are let in conjunction with the Home Office and the South East Strategic Partnership for Migration (SESPM). The Council will record these cases as part of the corporate refugee resettlement commitment, monitored by Housing Services. |
| 25. | <b>Who (individual, team, or service area) will be responsible for carrying out the EqlA review?</b> | Housing Services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

|     |                                                                   |                   |     |                                            |   |
|-----|-------------------------------------------------------------------|-------------------|-----|--------------------------------------------|---|
| 26. | How often will the equality impact be reviewed for this activity? | No planned review | 27. | Date when the EqIA will be reviewed again. | x |
|-----|-------------------------------------------------------------------|-------------------|-----|--------------------------------------------|---|

## Section 7: Sign-off

3387

|                                                                                                                                                                    |                                                       |                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name: Stephen Cohen<br>Job Title: Refugee and Resettlement Manager<br>Signature:  | Name:<br>Job Title:<br>Signature:                     | <br>Name: Full Name<br>Job Title: Type here<br>Signature: | <b>Suggested list of people to include are:</b> <ol style="list-style-type: none"> <li>1) Project lead/manager.</li> <li>2) Head of service area or team.</li> <li>3) Person who completed the EqIA.</li> <li>4) EDI Lead.</li> <li>5) EDI Specialist.</li> <li>6) For joint projects, please consider the following: <ol style="list-style-type: none"> <li>1. Other project leads</li> <li>2. Other service area and/or team lead/managers.</li> </ol> </li> </ol> |
| Name: Gail Malkin<br>Job Title: Head of People<br>Signature: G Malkin                                                                                              | Name: Full Name<br>Job Title: Type here<br>Signature: | Name: Full Name<br>Job Title: Type here<br>Signature:                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Name: Full Name<br>Job Title: Type here<br>Signature:                                                                                                              | Name: Full Name<br>Job Title: Type here<br>Signature: | Name: Full Name<br>Job Title: Type here<br>Signature:                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Oxford City Council- EqIA. Ver 1.3 (02.10.2025)                                                                                                                    |                                                       |                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

E This is not an exhaustive list.

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



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

www.oxford.gov.uk

