

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.	Delivery of affordable housing development and associated development management arrangements for the Westlands Drive/Halliday Hill scheme.	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	6.	Contact details, in case there are queries: Please provide: -Name -Email address	Anneri Gatial Agatial@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:	21 July 2026			
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?	No	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.	Other – Delivery of affordable housing development and associated development management arrangements for the Westlands Drive/Halliday Hill scheme.	☐ Decommissioning	☐ Commissioning	☐	
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	☐ Thriving Communities	☐ Zero Carbon Oxford	☐ Well run council
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 Westlands Drive/Halliday Hill scheme will deliver 15 new affordable homes on Council-owned Housing Revenue Account land. The development comprises: • 6 Social Rent homes • 5 Affordable Rent homes (capped at Local Housing Allowance levels) • 4 Shared Ownership homes The scheme includes a range of dwelling sizes from one-bedroom flats to four-bedroom family accommodation, including a four-bedroom Social Rent home to help meet a limited but acute need for larger family housing. One Affordable Rent home will be delivered to the M4(3) wheelchair-accessible standard. The primary objectives are to: • Increase the supply of affordable housing in Oxford. • Support households on the housing register. • Provide housing suitable for a range of household sizes. • Improve access to affordable housing for lower-income residents. • Deliver high-quality, energy-efficient homes. • Contribute towards the Council's Affordable Housing Supply Programme and Housing and Homelessness Strategy.
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 scheme would: • Reduce delivery against the Council's Affordable Housing Supply Programme target. • Delay or prevent the delivery of 15 affordable homes. • Reduce opportunities for households experiencing housing need to access affordable accommodation. • Fail to provide additional larger family homes, where demand remains high. • Remove an opportunity to provide wheelchair-accessible affordable housing.

- Reduce the Council's ability to meet its Corporate Priority of delivering more affordable homes.
- Fail to maximise the use of Council-owned land for the benefit of residents.

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.	The development has already progressed through the planning process. Key engagement activities include: • Statutory consultation undertaken as part of planning application 22/01554/FUL. • Consideration by Oxford City Council Planning Committee in June 2023. • Planning permission granted subject to Section 106 agreement. • Internal consultation with housing, development, planning, legal, finance and procurement teams during project development and approval stages. No separate EqIA-specific consultation has been undertaken for this assessment.
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.	The following evidence has informed this assessment: • Oxford City Council Housing and Homelessness Strategy 2023–2028. • Oxford City Council Affordable Housing Supply Programme. • Planning application 22/01554/FUL and associated planning documents. • Housing register demand data identifying ongoing need for affordable housing. • Accessibility and building standards including M4(3) wheelchair-accessible requirements. • Equality Act 2010 protected characteristics. • Project appraisal and housing needs assessment undertaken as part of the scheme development process. • Affordable housing tenure and household demand information used by the Council's Housing Service.

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 review housing need and monitor the delivery and occupation of affordable homes through existing housing management, allocations and programme monitoring processes. Any emerging equality impacts will be considered throughout delivery, allocation and occupation stages.
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Section 4: Impact analysis.

20.	Who does the activity impact?	Service Users	Yes ☐	No ☐	Don't Know ☐
	Check as needed.	Members of staff	Yes ☐	No ☐	Don't Know ☐
	The impact may be positive, negative or unknown.	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	☐			☐ The scheme delivers a range of home sizes suitable for different age groups, including smaller homes for single people and larger homes for families.	Increased access to affordable housing benefits residents across age groups and helps address housing affordability challenges experienced by younger households and families.
Disability	x	☐	☐	☐	One Affordable Rent home will be delivered to M4(3)	The provision of wheelchair-accessible

(Visible and invisible)					wheelchair-accessible standard. All homes will be newly built to modern accessibility standards.	housing improves housing choice and independence for disabled residents. No adverse impacts identified.
Gender re-assignment			x	☐	Housing allocation criteria do not differentiate on the basis of gender reassignment.	All applicants will have equal access through existing housing allocation policies.
Marriage & Civil Partnership	☐	☐	x	☐	Housing provision is available irrespective of marital or civil partnership status.	No differential impact identified.
Race, Ethnicity and/or Citizenship	x	☐	☐	☐	Affordable housing is allocated through housing processes open to eligible residents from all ethnic backgrounds.	Increasing affordable housing supply may positively benefit groups who experience disproportionate housing affordability pressures.
Pregnancy & Maternity	x ☐	☐		☐	The scheme includes family-sized accommodation and affordable rented homes.	Additional family housing may positively support households with children and expectant parents.

Religion or Belief	☒	☐	x	☐	The scheme does not affect residents differently based on religion or belief.	No adverse impacts identified.
Sex	x			☐	Improved access to affordable housing benefits all genders. Affordable housing can be particularly beneficial to households experiencing financial hardship, including lone-parent households.	No adverse impacts identified.
Sexual Orientation	x ☐	☐		☐	The proposal applies equally regardless of sexual orientation.	No adverse impacts identified.

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 scheme delivers: • Social Rent homes. • Affordable Rent homes capped at Local Housing Allowance . • Shared Ownership p homes. The development directly increases access to affordable housing for lower-income households.	This is the principal positive equality impact of the scheme. Delivery of affordable housing helps reduce housing inequality, improve housing security and increase access to suitable accommodation.
Other (voluntary consideration) Sanctuary seeking status leading to intersecting inequalities experienced by For example: asylum seeker, refugee, person with insecure immigration status	x	☐	☐	Affordable housing provision increases the overall housing supply available to eligible residents and contributes to inclusive communities.	No adverse impacts identified.

<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>					
Other For example: - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members	X ☐	☐	www.oxford.gov.uk	☐ Households in Housing Need The development provides much-needed affordable homes, including larger family accommodation and accessible housing. Homeless or Threatened with Homelessness Households Additional affordable housing contributes to reducing housing pressures and supporting housing pathways for vulnerable households.	

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 monitor in the future.
23.	Please explain how you have reached your conclusions above.		The assessment identifies no adverse equality impacts associated with delivering the Westlands Drive/Halliday Hill affordable housing scheme. The proposal is expected to produce significant positive benefits by increasing the supply of affordable housing, including Social Rent, Affordable Rent and Shared Ownership homes.					

		Positive impacts are particularly identified in relation to: • Disability through provision of wheelchair-accessible accommodation. • Families through delivery of larger family homes. • Lower-income households through increased affordable housing supply. • People experiencing housing need through access to secure, affordable accommodation. The scheme supports the Council's Public Sector Equality Duty by advancing equality of opportunity through improved access to affordable and accessible housing.
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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 Service and Housing Revenue Account programme management arrangements.
25.	Who (individual, team, or service area) will be	Affordable Housing Supply Team in consultation with Housing Services.

26.	responsible for carrying out the EqlA review?			
	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.	Annually and at key project milestones, including completion and occupation of the homes.	27.	Date when the EqlA will be reviewed again. July 2027

Section 7: Sign-off

Name:

Job Title:

Signature:

Name:

Job Title:

Signature:

Name: Full Name

Job Title: Type here

Signature:

- 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

You have now reached the end of the assessment.

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