

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Acquisition of New and Pre-Owned Property in the Borough
Lead Officer (SRO or Assistant Director/Director)	R Summerfield
Department/Team	Business Growth & Infrastructure
Proposed Implementation Date	February 2025
Author of the EqIA	Jacqueline Summerscales
Date of the EqIA	23/12/2024

<p>1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?</p> <p>The Cabinet report seeks approval to purchase new build or suitable pre-owned property in the borough of Bury, to increase the housing stock, negate the need for costly bed & breakfast and hotel accommodation and, reduce service costs and budget overspend. The Council will prioritise the acquisition of 3-bed homes in the first instance (subject to availability and market value).</p> <p>The implementation of this project will help reduce housing pressures and support vulnerable households into permanent/secure accommodation.</p> <p>Private developers, estate agents, homeowners or other are under no obligation to sell their properties to the Council. Therefore, this proposal is not detrimental to the human rights of any individual affected by the decision being sought.</p>
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Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

<p>2.1 Who could the proposed policy/project/decision likely have an impact on?</p>
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Employees: No, unless they are homeless/at risk of homelessness/in priority need. **(state reasons for answering ‘no’)**.
 Community/Residents: Yes **(state reasons for answering ‘no’)** If the proposal is approved, these homes will be allocated to homeless households/those at risk of homelessness/in priority need on the Council’s Housing Waiting List.
 Third parties such as suppliers, providers, and voluntary organisations: Yes **(state reasons for answering ‘no’)** These homes will be acquired in existing communities from private housing developers, estate agents, homeowners or other.
 If the answer to all three questions is ‘no’ there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

Data:

- The Council is encountering significant demand for 3-bed accommodation which outstrips supply. At the end of August 2024, there were approximately 509 households on the Council’s Housing Waiting List with a 3-bed need. The average waiting time for a 3-bed property is currently 808 days. There is significant demand for all types/sizes of accommodation on the Council’s Housing Waiting List.

The outputs associated with this proposal are as follows:

- Significant cost savings to the Council based upon moving households living in bed & breakfast and hotel accommodation into permanent accommodation. This will significantly reduce service costs and budget pressures.
- Additional rental income. This will be paid into the Housing Revenue Account.
- Additional council tax revenue.
- Increase in stock; reduced need for temporary hotel/bed and breakfast accommodation.
- Enhanced quality of life for residents – provision of secure, affordable, and sustainable housing.
- Greater potential for households living in bed & breakfast and hotel accommodation to be more suitably housed.
- Improved productivity in service delivery due to an increased supply of good quality homes.
- Reduction in staff costs for the provision of enhanced support services.

Stakeholder information/consultation:

Consultation was undertaken with the following teams and people:

- BGI colleagues.

- Finance.
- Land & Property.
- Legal Services.
- Members of the Housing Growth Sub-Group.
- Housing Options and Homeless Team.
- A separate briefing was held with the Cabinet Member and Deputy Cabinet Member for Housing Services.

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	The policy widens the scope of the Council's ability to increase the housing stock which could support homeless/priority need households of any age.	At the end of August 2024, there were approximately 509 households on the Council's Housing Waiting List with a 3-bed need. The average waiting time for a 3-bed property is currently 808 days.	-	Positive.

Disability	The policy widens the scope of the Council's ability to increase the housing stock which could support homeless/priority need households with disabilities who require social housing.		Adaptions can be made to properties to make these accessible for disabled people who are allocated properties and have a need for adaptations	Positive.
Gender Reassignment	No Impact.			
Marriage and Civil Partnership	No Impact.			
Pregnancy and Maternity	No Impact.			
Race	No Impact.			
Religion and Belief	No impact.			
Sex	No impact.			
Sexual Orientation	No impact.			
Carers	No impact.			
Looked After Children and Care Leavers	No impact.			
Socio-economically vulnerable	The policy widens the scope of the Council's ability to increase the housing stock which could		Council housing is available to people on low incomes and those in receipt of Housing Benefit/Universal Credit.	Positive.

	support homeless people/priority need households who are socio-economically vulnerable and require social housing.			
Veterans	The policy widens the scope of the Council's ability to increase the housing stock which could support homeless/priority need military veterans that require social housing.		The Council gives priority for housing to Armed Forces personnel including veterans through the Allocations Policy.	Positive

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date
	No additional actions required.		

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score		Likelihood				
		1	2	3	4	
		Unlikely	Possible	Likely	Very likely	
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	0 - no risk.
3.3 Reasons for risk level calculation	No negative or neutral impact identified.

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Jacqueline Summerscales	23/12/24	
Responsible Asst Director/Director	Robert Summerfield	16/01/25	
EDI	Lee Cawley	15/01/25	QA complete, all impacts identified for this activity are positive impacts.

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details
N/A.		