

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	Six Town Housing Recommendation
Lead Officer (SRO or Assistant Director/Director)	Sian Grant
Department/Team	Housing
Proposed Implementation Date	March 2027
Author of the EqlA	Esme Davies
Date of the EqlA	30/07/2025

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>The recommendation is to close down Six Town Housing Limited and transfer all of the assets to either other landlords or to other providers. Therefore, this recommendation will impact up to 134 tenants.</p> <p>As part of the process Bury Council will look at the STH stock and agree what will happen to each bit of the portfolio.</p> <p>In particular there is risk for Sherbourne House (12 properties). This is leased by STH from a private landlord. If we cannot find a registered provider to take over the lease there is risk that we may need to end the tenancies. And these SSH tenants are by definition vulnerable and/or disabled.</p>

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on? Employees: No- Six Town Housing has no employees Community/Residents: Yes Third parties such as suppliers, providers and voluntary organisations: No 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: Excel document of the needs of the household members. Stakeholder information/consultation:
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. <ul style="list-style-type: none"> • 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	None			
Disability	Change of landlord may change the level of support or affordability	We know that this group is disproportionately represented within the tenant group and that the changes might be detrimental due to the nature of the housing being supported		Unknown until the decision is made.
Gender Reassignment	None			
Marriage and Civil Partnership	None			
Pregnancy and Maternity	None			
Race	None			
Religion and Belief	None			
Sex	None			
Sexual Orientation	None			
Carers	None			
Looked After Children and Care Leavers	None			
Socio-economically vulnerable	Change of landlord may change the level of support or affordability	We know that this group is disproportionately represented within the tenant group and that the changes might be detrimental due to the		Unknown until the decision is made.

		nature of the housing being supported		
Veterans				

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

2.5 Characteristics	Action	Action Owner	Completion Date
All tenants	The preferred option will be to find a registered provider to take on properties	Sian Grant	September 2026
All tenants	Tenants will be consulted on changes and Bury Housing Services on behalf of Six Town Housing	Sian Grant	December 2026
All tenants	Decant may be an option as last resort	Sian Grant	December 2026
All tenants	Future options on the approach to closing to be fully impact assessed	Sian Grant	December 2026

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	4 (Possible/ medium)
3.3 Reasons for risk level calculation	It is currently unknown if a registered provider would take on Sherborne House or if the landlord would agree to a transfer. The current mitigation actions will reduce the impact as much as possible.

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		
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	X	Cannot avoid the risk completely that there may be repercussions to the tenants. Bury Council will endeavour to ensure a solution is found which limits the impacts of a change of landlord.

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

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager			
Responsible Asst. Director/Director			
EDI	Lee Cawley	20/08/2025	QA Complete: This is an initial analysis which has identified potential negative impacts for two specific groups. Impacts may vary depending on decisions yet to be made. If a decision is made to begin the process of closing Sixtown Housing, all options on the approach will require a further EIA to inform final decision making.

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details