

EQUALITY IMPACT ASSESSMENT

PRO-FORMA FOR THE INITIAL ASSESSMENT

Directorate	Section	Person Responsible for the Assessment
Housing and Planning	Housing and Planning	Graham Gentry

Name of Team, Service Activity or Policy to be Assessed	Date of Assessment
Housing Planning Guidance	09/03/2007

1.	Briefly describe the purpose of the (i) service activities carried out by the team, (ii) the service activity or (iii) the policy	To contribute to creating sustainable communities by addressing the housing market issues within Salford
2.	What outcomes do we want to show that the aims of (i), (ii) or (iii) above are being achieved?	(a) the creation of a mix of housing (b) ensuring that the needs of all households are met (c) securing more sustainable patterns of development
3.	Who is intended to benefit from (i) the service provided by the team, (ii) the service activity or (iii) the policy?	Residents and potential residents, developers and agents, house builders and the Local Planning Authority.
4.	What factors/forces could contribute/detract from the outcomes?	Limited weight of document (sits outside the LDF framework); financial viability of proposals (competing section 106 demands); market forces (whether land comes forward for development); availability of information related to student housing.
5.	Are there any of the groups listed in question 7 below which might be expected to benefit from the activity or policy but which do not, or that the policy could adversely affect?	No

6.	Have consultations with relevant groups, organisations or individuals in the past indicated that this particular policy or activity creates problems which are specific to those groups, organisations or individuals?	The document was subject to consultation, as a result of which, the draft document was amended. None of the respondents identified adverse issues for the specific groups identified in section 7.		
7.	Do you consider the activity or policy to be relevant to any of the areas listed below?	YES	DON'T KNOW	NO
	Race	√		
	Gender			√
	Disability	√		
	Sexual Orientation			√
	Religion/Belief	√		
	Age	√		
	Dependant/Caring	√		
	Offending Past	√		
	Transgendered/Transsexual			√
<p>The answers to questions 5-7 above will enable you to assess whether or not the activity or policy has relevance or not to race, gender, disability, sexual orientation, religion or belief, age, people with dependant/caring responsibilities, people with offending past or people who are transgendered or transsexual. If the answer to any of the questions is “yes” or “don’t know”, pass on to questions 8-11 and the authorisation at No.12. If you have answered “no” in all areas, proceed straight to the impact assessment decision at No.10.</p>				
8.	Give details of any positive or adverse effects of the service activity(ies) or policy on the groups listed in (a) to(i) on the following pages and details of any unmet need in relation to the groups. For adverse impact or unmet need, indicate whether this is low, medium or high.			
	(a) Racial Groups			

	Positive impact?	Y √	N	Details: Policy within the document encourages the provision of a mix of housing and specifically encourages larger properties for racial groups with larger families within specific parts of the city. Provision of affordable housing may benefit racial groups with lower than average income levels.	
	Adverse impact?	Y √	N	Details: The emphasis on larger properties may disadvantage older/smaller households in the area as the policy may limit choice with regards to housing stock	L, M or H? L
	Unmet need?	Y √	N	Details: Other groups within other areas may have a similar requirement for larger houses, -however there is no evidence to suggest that such need is concentrated within a geographical area	L

(b) Different Genders				
Positive impact?	Y	N	Details:	
		√		
Adverse impact?	Y	N	Details:	L, M or H?
		√		
Unmet need?	Y	N	Details:	
		√		

(c) Disability				
Positive impact?	Y	N	Details: <ul style="list-style-type: none"> • Larger properties may assist disabled individuals as larger houses can be more adaptable • Policies incorporate a degree of flexibility to enable provision for identified need 	
Adverse impact?	Y	N	Details:	L, M or H?
Unmet need?	Y	N	Details: <p>Consideration was given to additional guidance on disabled access and the lifetime homes standard, but following consultation, the fact that such matters are covered by building regulations was raised</p>	L

(d) Sexual Orientation				
Positive impact?	Y	N	Details:	
		√		
Adverse impact?	Y	N	Details:	L, M or H?
		√		
Unmet need?	Y	N	Details:	
		√		

(e) Age				
Positive impact?	Y √	N	Details: <ul style="list-style-type: none"> • The mix of unit sizes provides wider opportunities for people at different stages of their life to access property that meets their needs • The affordable housing policy actively encourages smaller/younger/older households to access the housing market 	
Adverse impact?	Y √	N	Details: In Broughton park it is possible that smaller/older households might be disadvantaged with regards to accessing smaller units	L, M or H? L
Unmet need?	Y	N √	Details:	

	(f) Religious Belief?			
	Positive impact?	Y √	N	Details: The mix of unit sizes provides wider opportunities for religious groups that have larger families. The specific focus on Broughton Park will assist the Jewish community who live in a self contained area to access property that meets their needs
	Adverse impact?	Y	N √	Details:
				L, M or H?

	Unmet need?	Y	N √	Details:	
(g) People with Dependents/Caring Responsibilities					
	Positive impact?	Y √	N	Details: Larger properties provides opportunities for people with dependents/caring responsibilities to reside in the same property	

	Adverse impact?	Y	N √	Details:	L, M or H?
	Unmet need?	Y	N √	Details:	
(h) People with an Offending Past					
	Positive impact?	Y √	N	Details: A mix of housing sizes and types may benefit specialist housing requirements	

	Adverse impact?	Y	N √	Details:	L, M or H?
	Unmet need?	Y	N √	Details:	
	(i) Transgendered or Transsexual				
	Positive impact?	Y	N √	Details:	

	Adverse impact?	Y	N √	Details:	L, M or H?
	Unmet need?	Y	N √	Details:	

9.	Can any of the adverse impacts identified in 8(a) to (i) above be justified on the grounds of promoting equality of opportunity for one group or for any other reason.	Y √	N	<p>Details:</p> <p>(a) disadvantage of smaller households within racial groups due to the promotion of larger dwellings</p> <ul style="list-style-type: none"> - existing properties could meet the needs of smaller households - policy is not prescriptive and only requires significant amounts of larger dwellings where practicable - there is a current over provision of smaller properties within Salford, which is why the policy is required - The requirement for large properties is relatively localised and focused upon a defined need <p>(b) N/A</p> <p>(c) A policy related to disabled housing was removed in the final draft because:</p> <ul style="list-style-type: none"> - disability standards are covered by building regulations - policies over and above existing standards might discourage developers from building in Salford - the policy might increase the number of challenges to the document <p>(d) N/A</p> <p>(e) The issue regards lack of choice for smaller households makes the assumption that a significant proportion of older people wish to downsize</p> <ul style="list-style-type: none"> - the policy approach does not preclude the possibility of smaller housing and dwelling types - the policy provides a balanced approach to address the overprovision of smaller units within the city <p>(f) N/A</p> <p>(g) N/A</p>
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Impact Assessment Decision

Full impact assessment procedures are confined to those policies/activities considered likely to have significant implications for equality of opportunity and good relations between people of different groups.

10.	<p>Do you consider, taking account of your analysis in the previous section, that this policy/activity needs to be submitted to a full impact assessment?</p> <p style="text-align: center;">NO</p> <p>Reason for decision: The majority of impacts are positive. Any adverse impacts are low level, and given the flexibility built into the policy document, such impacts are not prescribed</p>
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If the answer is 'No' complete authorisation section at the No. 12 below. If the answer is 'Yes' proceed to No. 11, then No. 12.

11. To prioritise the programme of Full Impact Assessments, indicate the extent to which the following criteria apply by ticking the appropriate boxes
1. The difference created between people from the different groups and the population at large.
 2. The effect of the policy/activity on the daily lives of people from the different groups.
 3. The opportunity to promote equality of opportunity and good community relations.

	Criteria 1	Criteria 2	Criteria 3
High Impact			
Medium Impact			
Low impact			

