

# Equality Impact Analysis Screening Tool

## Section 1: Background information

Name of completing officer	Date of screening
Mariana Schiller / Robin Sager	12/07/2021
Service area and Directorate responsible	
Place – Housing Regeneration	
Approved by (Director / Head of Service)	Date of approval
 Karen Swift	22/07/2021

**Affordable Self-Build Programme– marketing and disposal of council-owned land for self-build**

**The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to:**

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them

This Equality Impact Analysis provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above. For more information about the Council’s commitment to equality, please visit the Council’s [website](#).

## Section 2: Summary of proposal being screened

**For the purpose of this document, ‘proposal’ refers to a policy, function, strategy or project**

Name of proposal
<b>Affordable Self-Build Programme – marketing and disposal of council-owned land for self-build</b>
The aims/objectives of the proposal
<p>The Council is required by law to keep a register of people who are interested in self-build. These duties are set out in two Acts of Parliament, the Housing and Planning Act (2016) and the Self-build and Custom Housebuilding Act (2015). In addition, the Self-build and Custom Housebuilding Regulations (2016) set out how the register should be administered. In line with this, the Mayor of Tower Hamlets has committed to support up to 50 self-build homes over the period 2018-2022. To facilitate this, officers produced a Self-build Policy and separate Guidance document. The two documents as well as a list of proposed council-owned sites to be disposed via a long lease (250 years) for affordable self-build were approved as an Executive Decision by the Mayor at Cabinet on 25th March 2020. The Cabinet report included an Equalities Screening, which concluded that a full Equalities Analysis was not needed.</p> <p>The current Cabinet report recommends approval of disposal of the first 2 sites (Christian Street and Lark Row) to preferred bidders (selected by an assessment panel and based on an assessment criteria that prioritised quality over cost); approval of marketing and disposal of the next 2 sites in the programme (Pigott Street and Smythe Street) in accordance with the process undertaken for Christian Street and Lark Row; and approval for delegated authority to follow the same process that is proposed for Pigott Street and Smythe Street for any future council-owned sites that are added to the self-build programme. The Equalities Screening conducted below refers to these stages of the proposal.</p>

### Section 3: Equality Impact Analysis screening

Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below ?	Yes	No	Comments
Please consider the impact on overall communities, residents, service users and Council employees.			

This should include people of different:			
<ul style="list-style-type: none"> <li>▪ <b>Sex</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on sex.
<ul style="list-style-type: none"> <li>▪ <b>Age</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on age.
<ul style="list-style-type: none"> <li>▪ <b>Race</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on race.
<ul style="list-style-type: none"> <li>▪ <b>Religion or Philosophical belief</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on religion or philosophical belief.
<ul style="list-style-type: none"> <li>▪ <b>Sexual Orientation</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on sexual orientation.
<ul style="list-style-type: none"> <li>▪ <b>Gender re-assignment status</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on gender re-assignment status.
<ul style="list-style-type: none"> <li>▪ People who have a <b>Disability</b> (physical, learning difficulties, mental health and medical conditions)</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on people who have a disability.
<ul style="list-style-type: none"> <li>▪ <b>Marriage and Civil Partnerships</b> status</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on marriage and civil partnerships status.
<ul style="list-style-type: none"> <li>▪ People who are <b>Pregnant</b> and on <b>Maternity</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on people who are pregnant and/or on maternity.
<p>You should also consider:</p> <ul style="list-style-type: none"> <li>▪ <b>Parents and Carers</b></li> <li>▪ <b>Socio-economic</b> status</li> <li>▪ People with different <b>Gender Identities</b> e.g. Gender fluid, Non-binary etc.</li> <li>▪ Other</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Marketing and disposing council-owned sites for affordable self-build will not have any adverse impacts on parents and carers, socio-economic status or people with gender identities. The proposal will not have any other adverse impacts.

If you have answered **Yes** to one or more of the groups of people listed above, a **full Equality Impact Analysis is required**. The only exceptions to this is if you can 'justify' the discrimination (Section 4). **If there are equality impacts on Council**

staff please complete the restructure equality impact analysis on the [‘Organisational change process’ pages of the intranet](#).

## Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	<input type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

## Section 5: Conclusion

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.

### Conclusion details

Based on your screening does a full Equality Impact Analysis need to be performed?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

### Comments

The marketing and disposal of council-owned sites for affordable self-build follows the guidelines and procedures set out by the Self-Build Policy and Self-Build Guidance which were previously approved by Cabinet and for which an Equalities Screening was undertaken and concluded that there was not a need for a full Equalities Impact Analysis.

The assessment criteria for selecting a preferred bidder for sites prioritises level of affordability of homes proposed and bidders with incomes closer to the borough's average as well as bids that propose wider benefits for the neighbourhood such as sustainability standards, community spaces and public gardens. Quality is prioritised over cost as the former is weighted at 80% of final score and the latter at 20%, which further exemplifies the programme's aims to prioritise affordability and long-lasting benefits for local communities. The bidding process is open to individuals and groups and there is no requirement for members to live/work in the borough, although they score higher if they have a local connection.

Existing research into community-led housing has found that providing a vehicle for community led groups or individuals to develop their own homes empowers communities to thrive and supports the development of sustainable communities. By promoting the development of affordable self-build housing in perpetuity, the programme ensures that homes are being made available for people who would otherwise struggle financially to buy a home on the open market and would not necessarily have access to social housing. This then forces them into the private rented sector where they are likely to be less secure. The Affordable Self-Build Programme provides secure tenure in a housing environment where high rental costs and short-term tenancies create instability for many families on median incomes in the borough and key workers who have to seek housing outside the borough where many of them may have grown up.

Therefore, progressing the Affordable Self-Build Programme through marketing and disposal of sites will not have any adverse impact on any of the protected characteristic listed. Due to its affordability and community-led housing focus, the programme will bring lasting benefits to the borough's communities, including to those individuals and groups with protected characteristics.

Once the assessment panel confirms a preferred bidder for each site, a further screening may be undertaken to ensure that that particular bid does not have any adverse impacts on protected characteristics.