

EQUALITY IMPACT ASSESSMENT – INITIAL SCREENING TEMPLATE (IST)

Initial screening needs to take place for all new/revised Council policies. The word ‘policy’, in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision. This stage must be completed at the earliest opportunity to determine whether it is necessary to undertake an EIA for this activity.

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|--|-------------------------------|
| Name of Policy: | £100k Homes Allocation Policy |
| Lead Officer (responsible for assessment): | Director Commercial |
| Department: | Chief Executive |
| Others Involved in the Assessment (i.e. peer review, external challenge): | |
| Date Initial Screening Completed: | 09/07/2021 |

- (a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

The £100K Homes Allocations Policy will set out a clear and robust process for the allocation of £100K Homes in East Cambridgeshire. It will ensure homes are allocated to people with strong local connections that cannot afford to buy a home on the open market

- (b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

The main beneficiaries will be those people allocated a £100K Home

- (c) **Is this assessment informed by any information or background data?** i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

This assessment has been informed by Expressions of Interest received by the Combined Authority, feedback from the Cambridgeshire, Peterborough and West Suffolk Housing Board, and other examples of local connection Allocations Policies.

- (d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics (please tick all that apply):

Ethnicity

No

Sex

No

Disability

No

Gender Reassignment

No

Pregnancy & Maternity

No

Age

No

Religion or Belief

No

Sexual Orientation

No

Marriage & Civil Partnership

No

Please explain any impact identified: i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

(e) Does the policy affect service users or the wider community?

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| No |
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(f) Does the policy have a significant effect on how services are delivered?

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| No |
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(g) Will it have a significant effect on how other organisations operate?

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| No |
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(h) Does it involve a significant commitment of resources?

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| No |
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(i) Does it relate to an area where there are known inequalities, e.g. disabled people's access to public transport etc?

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| No |
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If you have answered **YES** to any of the questions above, then it is necessary to proceed with a full equality impact assessment (EIA). If the answer is **NO**, then this judgement and your response to the above questions will need to be countersigned by your Service Lead Officer and then forwarded to the HR Manager.

Signatures:

Completing Officer: Emma Grima, Director Commerical **Date:** 09/07/2021

Service Lead Officer: _____ **Date:** _____