

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Acquisition of property in IP1 (Bibb Way, Ipswich)
Date	15/02/21
Officer carrying out screening	Ian Blofield
Service Area	Housing
Project Sponsor	Ian Blofield

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

<p>What is proposed?</p>	<p>That the Council acquires the former BT premises at Bibb Way, Ipswich from Ipswich Borough Assets Ltd for residential development of social housing conditional upon planning permission being granted. Approval is also sought to add it to the Schedule to the General Development Agreement between Handford Homes Ltd and the Council to enable the development of the site for housing.</p>
<p>Why are the changes being introduced?</p>	<p>To acquire and develop the former BT premises at Bibb Way for council housing</p>
<p>What evidence is being used to support this equality impact analysis?</p>	<p>The development at this site is considered based on existing Council practice and policies, like procurement, the Schedule to the General Development Agreement between Handford Homes Ltd and the Council and Housing Allocations. These have previously been assessed for equality impacts on protected groups.</p>
<p>How will this change be implemented?</p>	<p>The report will be presented to Executive for decision. If the Council proceeds the Council will instruct Handford Homes to develop using the existing General Development Agreement between the 2 parties. Once built, the council's Housing service will take ownership and let the additional homes in accordance with existing Housing Allocations Policy and Tenancy Agreements. The Allocations Policy is intended to give access to those in highest priority need for the accommodation provided and, within the limits of the development, to achieve a diverse community</p>

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	Positive	<p>The development of this site may consider and provide additional units of accommodation designed specifically for older households. The contribution of the Development to this protected group will be positive if units are provided and neutral if not. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous thorough EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This</p>	

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		includes homeless households The Allocation Policy has a neutral impact on this protected characteristic	
Disability	Positive	The proposed accommodation mix for this Development is intended to provide additional units designed specifically for disabled households. As there is a supply shortage of fully and partially adapted accommodation, the additional units will be a positive impact for this protected group.. There are indirect benefits from improving the public realm. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. The Council's Allocation policy has been the subject of a previous thorough EQIA. Households are objectively prioritised according to need and personal circumstance. One of the criteria considers the degree of disability in the household. The aim is to improve	

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		<p>access to affordable Housing for households in the highest need. This includes homeless households. The Allocation Policy has a positive impact on this protected characteristic</p>	
Gender reassignment	No Impact	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless households</p>	

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		The Allocation Policy has a neutral impact on this protected characteristic	
Pregnancy and maternity	No Impact	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless households</p> <p>The Allocation Policy has a neutral impact on this protected characteristic</p>	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Race	No Impact	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless households. The Allocation Policy has a neutral impact on this protected characteristic</p>	
Religion or belief	No Impact	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure</p>	

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		<p>that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless households</p> <p>The Allocation Policy has a neutral impact on this protected characteristic</p>	
Sex	No Impact	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are</p>	

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		<p>indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless households</p> <p>The Allocation Policy has a neutral impact on this protected characteristic</p>	
Sexual orientation	No Impact	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy</p>	

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		<p>has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless households</p> <p>The Allocation Policy has a neutral impact on this protected characteristic</p>	
<p>Marriage and civil partnership</p>	<p>No Impact</p>	<p>The development of this site will not directly impact this protected group. Contractors are expected to have regard to equality impacts and ensure that protected groups are not impacted unless there is justification. These are addressed separately as part of the procurement process. There are indirect benefits from improving the public realm and the additional homes at affordable rent, for all protected groups. The Council's Allocation policy has been the subject of a previous EQIA. Households are objectively prioritised according to need and personal circumstance. The aim is to improve access to affordable Housing for households in the highest need. This includes homeless</p>	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		households The Allocation Policy has a neutral impact on this protected characteristic	

3 Sign Off

Assessment Author:	Ian Blofield	Date: 15/02/21
Project Sponsor:	Ian Blofield	Date: 15/02/21

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people.

	The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)