

## Equality Impact Assessment First Stage Screening Template

Once completed please submit with your report to your Director and save a copy in:

<S:\Equality Impact Assessments\EIAs to be reviewed>

<b>Report Title &amp; Ref:</b>	<b>First Homes Informal Planning Guidance</b>					
<b>Officer completing:</b>	James Faircliffe, Housing Strategy and Enabling Officer					
<b>Purpose of Report (please provide a summary)</b>	This report seeks approval of informal planning guidance on First Homes, the new form of affordable home ownership which has been introduced by the Government. The proposed guidance includes local connection and key worker criteria.					
<b>Meeting and Date to be approved</b>	8 March 2021 9 June 2021 15 September 2021 8 December 2021					
				<b>Comments</b>		
<b>1.</b>	<b>Is there any differential impact on the public based on the following characteristics:</b>	None	Positive	Negative	Varied	Where there is evidence that some groups are affected differently (positive or negative) provide details
	<ul style="list-style-type: none"> <li>Age</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Prospective first time buyers are likely to be concentrated in certain age groups, which would provide them with the benefit of accessing the housing market which may otherwise have been hard to access. For other (younger and older) age groups, which may be more likely to access rented housing, the decisions made on local First Home schemes will help to make rented affordable homes viable through cross-subsidy.
	<ul style="list-style-type: none"> <li>Disability</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	People with disabilities are likely to have lower incomes. If they are looking to rent, then the decisions made on local First Home schemes will help to make rented affordable homes viable through cross-subsidy. If they can afford to buy, the measures here will help them to access affordable properties which are required to meet the M4(2) accessibility standard through the national standard section 106 clauses. However, shared ownership housing was more accessible to people on lower incomes than First Homes. Some shared ownership properties will

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					continue to be provided, particularly in Oakham and Barleythorpe where First Homes are not a requirement due to the status of the Neighbourhood Plan.	
	• Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no known differential impact for this group.
	• Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no known differential impact for this group, except that if both partners are working they may be more able to afford the First Homes than a single person.
	• Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Any impact on gross income and disposable income may affect the ability to afford open market or First Homes. However, the family housing through First Homes and the continued viability of rented affordable housing will provide new opportunities for some. Shared ownership housing is more accessible to people on low incomes than First Homes. Some shared ownership housing will continue to be provided, particularly in Oakham and Barleythorpe where First Homes are not a requirement due to the status of the Neighbourhood Plan.
	• Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no known differential impact due to race.
	• Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no known differential impact on this group. The wording of the documentation allows for Islamic home purchase plans.
	• Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The policy treats men and women the same way. Statistically, women on average have lower incomes than

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					men and are more likely to be lone parents and may benefit more from affordable housing depending on their circumstances. However, shared ownership housing was more accessible to people on lower incomes than First Homes and was sometimes available to people who had owned properties previously. Some shared ownership properties will continue to be provided, particularly in Oakham and Barleythorpe where First Homes are not a requirement due to the status of the Neighbourhood Plan. The decisions made on First Homes locally will help the cross-subsidy of rented housing.	
	• Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is no known differential impact on this group.
	• Serving Armed Forces personnel (including Reservists)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Exemptions are made to the local connection requirement and significant discounts are made for home purchase. First Homes can also be let out when the member concerned is posted away. The decisions made over First Homes will assist with the cross-subsidy of rented affordable homes.
	• Armed Forces Veterans	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Exemptions are made to the local connection requirement for 5 years after leaving the Armed Forces and significant discounts are made for home purchase. The decisions made over First Homes will assist with the cross-subsidy of rented affordable homes.

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	<ul style="list-style-type: none"> <li>Immediate family members and dependents of Armed Forces personnel</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	In line with the national model section 106 clauses, separated or divorced spouses or civil partners of serving members are exempt from local connection requirements. This also applies to a spouse or civil partner of a deceased member or former member whose death was caused wholly or partly by their service. Provision is not made for other family members.
<b>2.</b>	<b>If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?</b>	Y			The Council's approach is generally a justified approach to address a national change of policy, as explained above. After a year or so of operation, it should be possible to review the criteria set and their impact on the market and potential buyers. Whilst the draft policy regarding family members of Armed Forces Personnel and Veterans might be lawful, it is not in accordance with the Council's broader policy on the Armed Forces Cabinet and can be re-examined.	
<b>3.</b>	<b>Is the overall impact of the policy/guidance likely to be negative?</b>	N			The Council's approach is generally a justified approach to address a national change of policy	
<b>4.</b>	<b>Are there alternatives that achieve the policy/guidance objectives which would reduce/eliminate the impact?</b>	Y			It is important to note that the income criterion of £70,000 for the joint purchasers is a maximum and not a minimum. The impact of this will be monitored. A wider exemption from the local connection for immediate family members of Armed Forces Personnel and Veterans should be included in the Cabinet report.	

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<b>5.</b>	<b>Have you identified a potential discriminatory impact that cannot be avoided?</b>	N	<b>(If Yes complete <a href="#">Full EIA Report</a>)</b>

**To be completed by Director and Equality and Diversity Group**

**Name of Director:** .....

**Date Reviewed** .....

**Comments** .....

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**Final Approval by Equality and Diversity Group** .....

**Comments** .....

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