

Full Equality Impact Analysis



Title of review	Community Led Housing Grant Scheme
Service	Thanet District Council ,Housing and Planning Department, Housing Strategy & Projects Team
Date of review	October 2019
Date of next review	October 2020
Lead officer, Job Title and Service	Ashley Jackson, Housing Strategy Officer, Thanet District Council
Review team	Housing Strategy and Projects Team
Scope of the analysis	To establish a community- led housing grants scheme of up to £10,000 to help fund up front costs eg specialist, professional advice needed to bring housing projects forward such as planning appraisals, financial feasibility appraisals, housing needs surveys etc. Grants can be used for help to set up a group, for organisations to attend training to learn new skills, for costs associated with carrying out consultation to gauge public opinion, as a contribution with the progression of a development for example site costs.
Beneficiaries	Community Groups within Thanet who have a proven desire to deliver Community Led Housing
Stakeholders	Stakeholders to include <ul style="list-style-type: none"> - Thanet District Council - Residents of Thanet - Community groups - Community Land Trusts
Relevant data and research	<p>Towards the end of 2016/17 financial year the Council received £598,918 funding from the government to enable the delivery of 'community led' housing. The amount received was determined by the amount of second homes within the district, and the aim of the fund was to mitigate the impact of this.</p> <p>The purpose of the Community Housing Fund is to enable and support community groups to create affordable housing to meet local housing needs. This can be new homes or empty homes brought back into use. These community groups are integrally involved in key decisions throughout the</p>

	development process, and play a long term role in ownership and management of the homes.	
Access complaints	Complaints will be dealt with by corporate complaints system.	
Consultation	Internal consultation has taken place with regards to setting up this grant scheme.	
Results of consultation	No amendments recommended	
Relevance to the Duty:		
<p>1. Eliminate unlawful discrimination – harassment, victimisation and any other conduct prohibited by the Act;</p> <p>The Community Led Grant scheme does not harass, victimise or contradict any other conduct prohibited by the act.</p>		
<p>2. Advance equality of opportunity – between people who share a protected characteristic and people who do not share it by;</p> <p>The grant is suitable for all applicants.</p>		
<p>3. Foster good relations – between people who share a protected characteristic and people who do not share it, by; tackling prejudice and promoting understanding between people with a protected characteristic and others.</p>		
Equality impacts raised or identified:		
The proposal to implement the grant scheme does not have a positive or negative effect on staff or external customers.		
Protected Characteristic	Commentary	
Age	Impact	The grant scheme does not discriminate between ages of applicants.
	Mitigation	None needed
Gender	Impact	The grant scheme will have a positive outcome irrelevant of gender.
	Mitigation	None needed
Race	Impact	The grant scheme does not discriminate and will have a positive outcome irrelevant of race.
	Mitigation	None needed

Disability	Impact	This proposal to implement a grant scheme does not have a negative impact on customers with a disability.
	Mitigation	None Needed
Religion or belief	Impact	This proposal to implement a grant scheme will have a positive outcome irrelevant to religious beliefs.
	Mitigation	None needed
Gender reassignment	Impact	This proposal to implement a grant scheme will have a positive outcome irrelevant of gender reassignment.
	Mitigation	None needed
Sexual Orientation	Impact	This proposal to implement a grant scheme will have a positive outcome irrelevant of sexual orientation.
	Mitigation	None needed
Marriage & Civil Partnership (Aim 1 only)	Impact	This proposal to implement a grant scheme will have a positive outcome irrelevant of marriage and civil partnership.
	Mitigation	None needed
Pregnancy & Maternity (Aim 1 only)	Impact	This proposal to implement a grant scheme will have a positive outcome irrelevant of pregnancy and maternity
	Mitigation	None needed

Overall conclusions and options to be put before decision maker (if contributing towards a report) or to take forward to develop your service (if reviewing a service)

The Equalities Impact Assessment has been undertaken to ensure that the proposal to implement Community led Housing Grant scheme does not have a negative impact on its existing residents, tenants and future customers. The proposal will not have a negative impact on any groups with protected characteristics.

Actions arising from analysis:

Action	Responsible Officer	Deadline
To undertake equality impact assessments throughout the life of the grant scheme.	Ashley Jackson	October 2019

Acceptance

Name and signature of assessing officer and date of assessment.

Name: Ashley Jackson

Position: Housing Strategy Officer

Signed:

Date: 1 November 2019