



## Bristol City Council Equality Impact Assessment Form

Name of proposal	Community Led Housing Land Disposal Policy & Self –Build Housing Land Disposal Policy
Directorate and Service Area	Growth and Regeneration – Housing Delivery
Name of Lead Officer	Abigail Stratford

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

The Community Led Housing Land Disposal Policy (CLH LDP) sets out the policy for the disposal of Council-owned sites to community led housing organisations, self-build associations building housing on the Council’s land. It details a framework within which to operate to ensure that any site offered under this policy is distributed in a fair, transparent way that maximises best consideration whilst relying on the provisions of the Local Government Act 2000 where the authority considers the scheme will secure the promotion or improvement of the economic, social or environmental wellbeing of its citizens.

The Self-Build Housing Land Disposal Policy (SB LDP) set out the policy for the disposal of Council-owned land to enable people to build their own homes.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

#### 2.1 What data or evidence is there which tells us who is, or could be affected?

- Wider Bristol Strategic Housing Market Assessment: including population and economic activity projections for older people; female participation; young people etc.
- Neighbourhood Plans in Lawrence Weston, Old Market

2.2 Who is missing? Are there any gaps in the data?

Awaiting data and findings from Black and South-West Network BAME Housing Needs and Aspirations Survey 2019 – which will include an assessment of how different types of housing (private/social/council) can meet BAME needs and aspirations and investigate what is the role of community led housing in addressing these needs.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

Initial engagement undertaken to formulate policy and mechanisms with CLT, community led housing groups. Further engagement planned with these groups a self-build representative and a self-build organisation, after draft text signed off by Legal, Finance and Senior Management team so that final draft can be prepared before Cabinet.

**Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

We have not identified any potentially adverse impacts at this stage. However there is a risk of indirect discrimination if the policy framework does not lead to a fair and transparent process for disposal of land, or does not ensure that future site development meets the needs of Bristol's diverse population.

3.2 Can these impacts be mitigated or justified? If so, how?

CLTs or CLH groups can be established by anyone, including BME and Disability led organisations, and groups representing other protected characteristics. There have already been early discussions with the Phoenix Centre about a possible scheme. We will provide on-going targeted market development opportunities to support small organisations and self-builders with the application process.

We have obtained funding from the Homes England Community Led Housing Fund to work in partnership with the Black South-West Network to carry out research into Understanding the role of community-led housing in addressing the housing crisis.

Self-build sites can be acquired by anyone who meets the criteria within the policy. The policy is fully inclusive.

3.3 Does the proposal create any benefits for people with protected characteristics?

The CLH LDP provides CLH groups an opportunity to people with protected characteristics to purchase BCC land whilst relying on the provisions of the Local Government Act 2000 where the authority considers the scheme will secure the promotion or improvement of the economic, social or environmental wellbeing of its citizens. This policy is innovative and BCC will be the first Council in country to adopt such a policy.

3.4 Can they be maximised? If so, how?

Benefits can be maximised by ensuring that information about the CLH LDP and SB LDP are available in alternative formats, and well promoted to equalities groups and communities of interest

#### **Step 4: So what?**

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

The Council, through CLH LDP will maximise best consideration whilst relying on the provisions of the Local Government Act 2000 where the authority considers the scheme will secure the promotion or improvement of the economic, social or environmental wellbeing of its citizens

4.2 What actions have been identified going forward?

To establish a Panel to review the submissions received and establish the internal decision making process

4.3 How will the impact of your proposal and actions be measured moving forward?

Annual review of all land transactions that are subject to this proposed policy

Service Director Sign-Off:  
Zoe Wilcox

Equalities Officer Sign Off:  
Reviewed by Equality and Inclusion Team

Date: 27<sup>th</sup> November 2019

Date: 5<sup>th</sup> December 2019