

Equality Impact Assessment [version 2.9]



Title: Approval of the Goram Homes Pipeline of housing development sites	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Louise Davidson
Service Area: Housing Delivery	Lead Officer role: Head of Housing Delivery

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

This Cabinet Report seeks approval to allocate council-owned housing development sites to Goram Homes, the Council's wholly owned housing development company, to further build the company's 'development pipeline', in order to increase the supply of high-quality Affordable and market-sale housing to meet housing need in the city.

Goram Homes is the Council's wholly owned housing development company and council officers are taking an annual update on the pipeline of housing development sites allocated to Goram Homes to Cabinet for approval.

Following previous annual updates where development sites have been added to the pipeline, there is a total of 15 housing development sites allocated to Goram Homes. This year's update proposes to add Dovercourt Road Gas Works to the Goram Homes pipeline following the last Cabinet approval in March 2023.

In adherence with the Goram Homes Business Plan, the Council must annually update Cabinet and approve the Goram pipeline of sites in alignment with the approval of the Goram Homes Business Plan, which gets updated and reviewed on an annual basis by the Overview and Scrutiny Commission. This is due to take place in February 2024 and therefore the Goram Homes pipeline must go to Cabinet in March 2024. Council officers take the Goram Homes Pipeline of Housing Development Sites Cabinet Paper through the Council's decision pathway, ensuring the necessary senior officers are consulted. This includes the following governance meetings:

- Housing Strategic Leadership Team
- Growth and Regeneration Executive Directors Meeting (EDM)
- Cabinet Member Briefings with Cabinet Member for Housing

- Mayor's Office Sign Off

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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We have not identified any significant negative impact from the proposal. This Cabinet Report seeks approval to allocate housing development sites to Goram Homes. The allocated sites will subsequently be taken forward through the housing development process (i.e. feasibility, design, planning consent, construction etc.) by Goram Homes; however this is outside the scope of the current Cabinet Report, which at this stage is simply seeking Cabinet Approval to allocate the sites to Goram Homes' development pipeline.

When individual sites/ projects are brought forward for housing development at a later stage in the process (outside scope of this Cabinet Report), the public consultation strategy prior to and during the planning process will be developed to ensure citizens from all communities and protected characteristic groups are considered and can fully engage in the process.

Future housing developments will deliver much needed new housing, including providing Affordable Housing and improving local community facilities for residents. Delivery of Affordable Housing is likely to positively impact citizens from communities on the basis of their protected equalities characteristics, who are likely to be disproportionately represented among those in greatest housing need.


The lack of affordable housing causes homelessness and the people who are owed a homelessness duty by the council are disproportionately young people, Disabled people, Black Asian Minority Ethnic people and lone parents who are mainly women. Lack of accessible housing mainly affects older people and Disabled people.

All development sites will be subject to planning approval and relevant public consultation in the future, as they progress through the development lifecycle.

The Goram Homes 2024 Business Plan, which includes the development pipeline of sites, will be reviewed at Overview and Scrutiny Commission in February 2024 and if anything changes as a result of this, the EqIA will be reviewed again.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	 Director Sign-Off: John Smith
Date: 27/2/2024	Date: 27/2/2024

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.