

Equality Impact Assessment

Directorate: Regeneration, Housing and Resources	
Service: Corporate Resources (Treasury Management)	
Name of Officer/s completing assessment:	
Date of Assessment:	
Name of service/function or policy being assessed:	
Mortgages deposits being offered with rental (@4%). Assumed 20 then 75	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The LAPP scheme is designed to allow individuals and households to purchase a property in Slough on the open market with assistance from the Council.</p> <p>There are many purposes to the scheme and these include:</p> <ul style="list-style-type: none"> • Income and assets are expected to increase over the life of the scheme to help support the Council's income and the services that are provided to residents and businesses. • To assist residents who are currently in rented accommodation to move into owning their own home • It will help alleviate pressures on the private rented sector, make good use of existing housing stock and improve the quality of housing in the area • The scheme will be targeted towards key workers helping to recruit people with the required skills to deliver local public services
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Corporate Finance</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p>

	Protected Characteristic	Differential Impact		
		Yes	No	N/A
	Age:		No	
	Disability:		No	
	Gender Reassignment:		No	
	Marriage and Civil Partnership:		No	
	Pregnancy and maternity:		No	
	Race:		No	
	Religion and Belief:		No	
	Sex:		No	
	Sexual orientation:		No	
	Other		No	
	Age:			
	Disability:			
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <ul style="list-style-type: none"> Income and assets are expected to increase over the life of the scheme to help support the Council's income and the services that are provided to residents and businesses. To assist residents who are currently in rented accommodation to move into owning their own home It will help alleviate pressures on the private rented sector, make good use of existing housing stock and improve the quality of housing in the area The scheme will be targeted towards key workers helping to recruit people with the required skills to deliver local public services 			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>NA</p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p>			

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

	N/A
8.	Have you considered the impact the policy might have on local community relations? NA – should have a positive impact
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? NA
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<p>Name:</p>
<p>Signed:(Person completing the EIA)</p>
<p>Name: Barry Stratfull</p>
<p>Signed:(Policy Lead if not same as above)</p>
<p>Date:</p>