

Warwickshire County Council Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or equalities@warwickshire.gov.uk

Service / policy / strategy / practice / plan being assessed	Warwickshire Priority Worker Help to Buy (PWHTB) Scheme
Business Unit / Service Area	Finance / Strategic Asset Management
Is this a new or existing service / policy / strategy / practice / plan? If an existing service / policy / strategy / practice / plan please state date of last assessment	Proposal to Members is to set up a PWHTB scheme
EIA Review team – list of members	Chris Kaye, Keira Rounsley
Do any other Business Units / Service Areas need to be included?	Finance, Strategic Asset Management
Does this EIA contain personal and / or sensitive information?	No
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?	No

1. Please explain the background to your proposed activity and the reasons for it.

The Priority Worker Help to Buy (PWHTB) proposal follows the reports to Cabinet that led to the set up of the Warwickshire Property and Development Group (WPDG) and continues the operational delivery of the Council's Commercial Strategy.

The PWHTB proposal is intended to complement the new (replacement) national Help To Buy Scheme, as amended from April 2020, the newly announced First Buy Scheme. The proposal has potentially less restrictive applicant criteria and is potentially less restrictive on whom the property can be sold on to.

The proposal aligns with the Council's Recovery Plan objective 7.8:

'Working in partnership with Homes England, we will remove the blocks that have prevented some sites in Warwickshire from being developed, providing more and affordable housing whilst also supporting the recovery of our local economy.'

2. Please outline your proposed activity including a summary of the main actions.

The concept and design of the proposed PWHTB scheme is being presented in a report to Cabinet on 14th October, following consideration at the Resources and Fire & Rescue Overview and Scrutiny Committee on 15th September.

If Cabinet endorses the proposals in the report, then further work will be undertaken to shape and develop the product.

3. Who is this going to impact and how? (customers, service users, public and staff)

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see more.**

Using the two milestones identified in section 2, above, the following initial assessment of impact is made:

Consideration by Cabinet of the PWHTB scheme concept and design proposals (14th Oct)

There is no equalities impact arising from Cabinet consideration of the scheme concept and design proposals.

Further development and refinement of the product

Potential equality impacts will be considered as the proposals evolve.

4. Please analyse the potential impact of your proposed activity against the protected characteristics.

N.B Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at question 7.

	What information do you have? What information do you still need to get?	Positive impacts	Negative impacts
Age	There is no impact on age arising from Cabinet decision making in October	N/a	N/a
Disability Consider <ul style="list-style-type: none"> • Physical disabilities • Sensory impairments • Neurodiverse conditions (e.g. dyslexia) • Mental health conditions (e.g. depression) • Medical conditions (e.g. diabetes) 	There is no impact on disability arising from Cabinet decision making in October	N/a	N/a
Gender Reassignment	There is no impact on gender reassignment arising from Cabinet decision making in October	N/a	N/a
Marriage and Civil Partnership	There is no impact on marriage and civil partnership arising from Cabinet decision making in October	N/a	N/a
Pregnancy and Maternity	There is no impact on pregnancy and maternity	N/a	N/a

	arising from Cabinet decision making in October		
Race	There is no impact on race arising from Cabinet decision making in October	N/a	N/a
Religion or Belief	There is no impact on religion or belief arising from Cabinet decision making in October	N/a	N/a
Sex	There is no impact on sex arising from Cabinet decision making in October	N/a	N/a
Sexual Orientation	There is no impact on sexual orientation arising from Cabinet decision making in October	N/a	N/a

5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?

There is no impact on other vulnerable groups arising from Cabinet decision making in October.	N/a	N/a
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6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

Cabinet decision making in October is neutral in respect of the three aims


7. Actions – what do you need to do next?

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!

Action	Timescale	Name of person responsible
Cabinet decision making on PWHTB	14/10/21	Cabinet

8. Sign off.

Name of person/s completing EIA	Chris Kaye
Name and signature of Assistant Director	Andrew Felton 
Date	4 th October 2021
Date of next review and name of person/s responsible	