

Annex 3: Oxfordshire Housing and Growth Deal Equalities Impact Assessment

1. Background:

The Oxfordshire Housing and Growth Deal (the Deal) is an agreement between the Oxfordshire Growth Board and Government to:

- accelerate the delivery of planned housing by the provision of necessary infrastructure
- provide additional affordable homes
- complete a Joint Statutory Spatial Plan (JSSP)
- enhance the economic productivity of the county by additional investment

The Deal is a high level indicative framework for delivery and each part of the deal will be subject to a full equality impact assessment as part of its consideration and if applicable completion. For example;

- All infrastructure projects will undergo an assessment process including planning permissions that will require consideration of the impacts of the development.
- All additional affordable housing secured through the Deal will have an EqIA as part of the project. In addition the allocation of additional AH will be subject to agreed allocations policies that will have formal EqIA carried out.
- The completion of the JSSP will have a full EqIA completed as part of the required Statement of Community Involvement (SCI)
- All grants and other initiatives secured through the Productivity strand of the Deal will also be subject to EqIA as part of their approval process.

<p>2. Methodology and Sources of Data:</p>	<p>N/A at this stage- to be detailed in the individual EqlA for each project</p>
<p>3. Consultation</p>	<p>All strands of the Deal will include as part of their EqlA detail on how relevant parties will be consulted. For example</p> <p>All infrastructure projects will comply with statutory requirements for consultation as part of the planning/approval processes</p> <p>All affordable housing will be secured through the planning process and be subject to the relevant consultation requirements. Once secured any allocation of the additional affordable housing will be subject to an agreed policy that will include a full EqlA as part of its development.</p> <p>The production of the Joint Statutory Spatial Plan will be governed by a Statement of Community Involvement (SCI) that will set out the consultation framework for the Plan.</p> <p>Consideration of appropriate consultation will be part of the Productivity approval process</p> <p>All consultations will be summarised and their impacts fed back into the consideration of the individual projects concerned</p>

4. Assessment of Impact:

Race Neutral	Disability Neutral	Age Neutral
Gender reassignment Neutral	Religion or Belief Neutral	Sexual Orientation Neutral
Sex Neutral	Pregnancy and Maternity Neutral	Marriage & Civil Partnership Neutral

It is not possible at this stage to accurately measure the impact of the Housing and Growth Deal upon specific groups. Two things should be noted

1. The Deal brings additional resources to the county, predicated upon the completion of certain agreed delivery milestones. Whilst the Deal has a quantitative aspect – the payment according to the achievement of milestones – these are, for the delivery of infrastructure and affordable housing, indicative milestones that will be subject to further consideration and amendment. Once the projects are established and the project detail is understood, suitable detailed EqIA can and will be completed.
2. For the completion of the Statutory Joint Statutory Spatial Plan- the statutory process includes a full EqIA to be completed when appropriate

<p>5. Consideration of Measures:</p>	<p>Should detailed EqIA for any of the projects within the Deal demonstrate that there are adverse impacts upon any relevant groups then they will be required to comply with statute and demonstrate mitigations.</p>
<p>5a. Monitoring Arrangements:</p>	<p>The Deal will be undertaken by a bespoke structure to be agreed by the Growth Board and Delivery against the milestones of the Deal will be reported to the Growth Board via a bespoke reporting and performance management structure that will be developed upon the Deal's agreement. This will include a regime of monitoring for equality issues</p>
<p>6. Conclusions:</p>	<p>The Deal is a substantial initiative for Oxfordshire, the equalities aspects of which will need to be rigorously assessed and mitigated where appropriate. However at this stage there is not enough detail on the Deal's outputs to be able to offer any more than a recognition that equalities impacts will be a key component of the performance management of the Deal as it evolves and that each component of the Deal will require a separate EqIA that will enable that detailed assessment to take place.</p>