

Equality Impact Assessment

Lead Officer:-	Perry DeSouza
Decision Maker(s):-	Cabinet & Council
Name and Type of decision:- e.g. Policy, contract, service delivery change.	Policy
Date of decision When will the final decision be taken?	Draft 'First Homes Sales and Resales Policy 2022' to be approved by cabinet for use by 7 March 2022.
Aims of the decision <ul style="list-style-type: none">• Objectives• Intended outcomes• Key actions• Who and how many will be affected	<p>The aim is for the Council to approve and adopt the new First Homes Sales and Resales Policy 2022. This will enable the Council to fulfil its administrative obligations in overseeing aspects of the sales, resales and lettings processes of the First Home scheme.</p> <p>The objectives of the policy are to:</p> <ul style="list-style-type: none">• Ensure that First Home properties offered for sale and sold in conformity with Homes England requirements• Clearly define eligibility criteria for applicants and set local connection criteria• Detail how applications can be made and what applicants can expect of the applications process• Encourage and support sustainable home ownership for residents and tenants within the District• Operate a fair and transparent application process <p>The policy will impact on households who submit applications to the Council to purchase properties under the First Home scheme. This includes residents of the district and nationally.</p>

<p>Information and Research</p> <ul style="list-style-type: none"> • Summarise research and information that you used to prepare your proposals / preferred options • What data did you use to research your proposals • List anything you found that will affect people with protected characteristics. 	<p>The policy was largely informed and developed by reference to various government documents on the First Home scheme. These documents include:</p> <ul style="list-style-type: none"> ‘First Homes’ Government guidance Local Authorities Q&A First Home event notes First Homes application documents -DRAFT First Homes s106 model clauses First Homes Position Statement - DDC <p>As this is a relatively new scheme (started in June 2021) there is very little by way of data to analyse, with the exception of the above documents. The pilot scheme ended in December 2021.</p> <p>It is likely, as the scheme progresses, that the government will release data which can be used at a later date to inform this assessment, the proposed policy and other applicable documents.</p> <p>By nature of the scheme, there is eligibility criteria that applicants need to meet in order for them to purchase a First Home. The Council will play a large part in assessing such information and approving the sale at stages during processes.</p> <p>The First Home scheme does allow Local Authorities to include local connection criteria for 3 months of the marketing process, however as stated in our First Homes Position Statement released December 2021, the Council has opted to adopt the default position of using the ‘national’ eligibility criteria while our Local Plan is being considered.</p> <p>If local connection criteria is applied in the future, then this document may need to be reviewed.</p>
<p>Consultation</p> <ul style="list-style-type: none"> • Has there been any specific consultation done • What were the consultation results • Did the consultation analysis show any difference for people with protected characteristics. • What conclusions did you draw from the consultation 	<p>No external consultation was carried out with members of the public due the nature of the scheme. The policy focuses on the internal administrative tasks that the Council is obliged to fulfil as stated by various government documents.</p> <p>Various internal departments have been involved in wider discussions on the First Homes scheme from last year (2021). Documentation has also been shared between departments explaining what the scheme is, and the individual roles / tasks expected.</p> <p>Information and views about First Homes and subsequent policies / strategies were shared and discussed with members of the Housing Strategy and Enablers Group (HSEG), a sub-committee of Kent Housing Group (KHG).</p>

Assessing if the decision is likely to be relevant to the three aims of the Equality Duty.	
Aim	Relevance Yes / No
Eliminate discrimination, harassment, victimisation	Yes
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	Yes
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Yes

If you have decided that this decision is relevant to the three aims of the Equality Duty, use the section below to show how it is relevant and what the impact will be.		
Protected Characteristic	Relevance High/Medium/Low	Impact of the decision Positive / Negative
Age	Low	<p>Negative.</p> <p>The First Homes scheme may potentially have an impact to Households where the head is aged over 55 when compared to those who may gain due to substitution of shared ownership, affordable rent and social rent properties which otherwise would have been built.</p> <p>The scheme also requires a mortgage of at least 50%, which may also impact those 55+ who may not be able to obtain a mortgage due to lender requirements, such as minimum mortgage terms.</p>
Disability	Low	<p>Negative</p> <p>The First Homes scheme may potentially have an impact to people with disabilities as the First Homes schemes appears designed for people in general needs.</p>
Gender reassignment	Low	Neutral.
Gender	Low	Neutral.
Marriage and Civil Partnership	Low	Neutral.
Pregnancy and Maternity	Low	Neutral.
Race	Low	Neutral.
Religion, Belief or Lack of Belief	Low	Neutral.
Sexual Orientation	Low	Neutral.

If you have found negative impact, outline the measures you intend to take to mitigate it.	Where, as the scheme progresses, there is shown to be a demonstrable impact to older and disabled persons, the Council will review and consider funding for specialist schemes, such as Housing for People with Long-term Disabilities (HOLD) and Older Persons Shared Ownership (OPSO).
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This Equality Impact Assessment must attach to any report throughout the decision-making process, to allow the final decision makers to have Due Regard.