



Equality Impact Assessment (EqIA) Template

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Some key tips

- avoid tables and charts, if possible, please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

1. Initial information

Local Authority Housing Fund Round 3 - LAHF R3

2. Is this a (please delete those not required):

Project

3. Is this (please delete those not required):

Both internal and external

4. Please provide a brief overview of its aims and objectives:

4.1 Following the success of LAHF1 in which Dorset Council delivered 30 properties for use by Afghan and Ukrainian refugees (4 and 26 properties respectively) Dorset Council intends to continue this work in the delivery of a further 10 properties. 7 of which will be for the specific use by Afghan refugees and 3 will be for Temporary Accommodation for families where a homeless duty is owed. (TA)

4.2 The report is to request support from Cabinet, for £1,774,420 of funding from MHCLG, to be passported to a Housing Association (HA) who will purchase the properties through use of these funds and their own ability to borrow funds.

5. Please provide the background to this proposal?

5.1 Local Authority Housing Fund Round 3 (LAHF R3) aims to reduce local housing pressures and use of costly and unsuitable temporary accommodation i.e. Bed & Breakfast by providing sustainable settled housing to those on ARCS (Afghan Citizen Resettlement Scheme), ARAP (Afghan Relocations and Assistance Policy) and those owed homelessness duty by local authorities. Noting that both Afghan schemes are soon to be merged under Afghan Resettlement Programme.

6. Evidence gathering and engagement

6.1 What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data)

6.2 Funding allocation for Dorset is based on Government formula

7. What did this tell you?

Allocations are based on Government formula, for local authorities for Afghan refugees and those in temporary accommodation

8. Who have you engaged and consulted with as part of this assessment?

Housing Enabling Team, Housing advice and Homelessness Team, Housing supply and Placement Team and Refugee Resettlement team

9. Is further information needed to help inform decision making?

No

Is an EQIA required?

Not every proposal will need an EqIA. The data and research should inform your decision whether to continue with this EqIA. If you decide that your proposal does not need an EqIA, please answer the following question:

This policy, strategy, project or service does require and EqIA because (provide details):

Some of the additional housing is for minority groups

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.
- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

Positive Impact	<ul style="list-style-type: none"> • the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	<ul style="list-style-type: none"> • protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	<ul style="list-style-type: none"> • no change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> • not enough data/evidence has been collected to make an informed decision.

Impacts on who or what?	Choose impact	How
Age	Positive	The homes will be available to all ages within the eligible cohort with a particular focus on families.
Disability	Positive	The negative impact on an individual's mental health in times of conflict has been well documented. By providing safe homes for those fleeing war

Updated April 2023

Impacts on who or what?	Choose impact	How
		<p>zones, we can positively contribute to the overall well-being of families.</p> <p>These will not be adapted properties as the needs of the tenants are yet to be known. However, the 7 homes for Afghan families will be secure tenancies meaning they could be adapted in the longer term if needed.</p>
Gender reassignment and Gender Identity	Neutral	The accommodation is available to all but does not specifically target or exclude a gender.
Marriage or civil partnership	Positive	This initiative will help to keep families together.
Pregnancy and maternity	Positive	This initiative is aimed at families, and this will include those that are pregnant or with very young babies.
Race and Ethnicity	Positive	7 of the homes are for Afghan refugees.
Religion and belief	Neutral	The accommodation is available to all within the eligible cohort, but this does not specifically target or exclude a religion.
Sex (consider men and women)	Neutral	The accommodation is available to all but does not specifically target or exclude any sex.
Sexual orientation	Neutral	The accommodation is available to all.
People with caring responsibilities	Positive	The scheme will provide housing for families fleeing warzones, many of which have caring responsibilities beyond their children often extending to elderly relatives and multi-generational families
Rural isolation	Positive	The properties for Afghan refugees will be in more urban areas where support will be available as required under Home Office Resettlement offer

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Impacts on who or what?	Choose impact	How
Socio-economic deprivation	Positive	These are mainly affordable homes with secure tenancies
Single parents	Positive	Increasing affordable housing stock. The homes are available to all families including single parent families.
Armed forces communities	Positive	Some tenants have served with our armed forces (ARAP scheme specifically targets those who worked alongside the MoD).

Please provide a summary of the impacts:

The impacts will be positive, providing affordable housing in the area with 7 of the homes being allocated to Afghan families where commitment has been made to resettle them safely in the UK.

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Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by

Sign Off

Officer completing this EqIA:

Officers involved in completing the EqIA: Vikki Jeffrey, Paul Derrien, Leigh Hutton, Aaron Rogers, Chris McDermott, Lauryn Mealing

Date of completion: 26th November 2024

Version Number: 1

EqIA review date: Equality Lead Sign Off:

Next Steps:

- the EqIA will be reviewed by Communications and Engagement and if in agreement, your EqIA will be signed off.
- if not, we will get in touch to chat further about the EqIA, to get a better understanding.
- EqIA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)