



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

Name of the policy, project, strategy, project or service being assessed:

Local Authority Housing Fund Round 4 - LAHF R4 – Grant allocation to purchase four affordable homes.

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

~~New policy, project, strategy, project or service~~

~~Review of policy, project, strategy, project or service~~

~~Other (please explain)~~

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

~~Internal (employees only)~~

~~External (residents, communities, partners)~~

Both internal and external

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

The report is to request support from Cabinet, for £622,000 of capital funding and £4,796 of revenue funding from the Government, to be passported to a Registered Provider (RP) who will purchase the properties through use of these funds and their own ability to borrow funds.

Local Authority Housing Fund Round 4 (LAHF R4) aims to reduce local housing pressures and use of costly and unsuitable temporary accommodation (TA). Along with providing settled accommodation to those on Afghan Resettlement Programme (ARP).

5. Please provide the background to this proposal.

This request is supported following the success of LAHF1 in which Dorset Council delivered 30 properties for use by Afghan and Ukrainian refugees (4 and 26 properties respectively) and the ongoing success of the LAHF3 project in which Dorset Council is working with BCHA to deliver 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)

6. Evidence gathering and engagement

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

Housing need established from Huume, communication and collaboration with housing colleagues. The LAHF funding is provided by central Government based upon an established need. We do not hold this data at Dorset Council. Afghan families are nominated by The Home Office when they are informed that a property is ready for occupation.

Funding allocation for Dorset Council 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. As DC has only received a low allocation in LAHF4 this tells is that the need for accommodation for Afghan refugees in Dorset has declined. Likewise, the need for TA in Dorset has decreased due to work carried by the homelessness service.

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. Engagement confirmed that additional homes would support move-on pathways for vulnerable households and help reduce reliance on high-cost temporary accommodation.

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

No

Is an EQIA required?

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

This policy, strategy, project or service does require an EqlA because (provide details):

The homes for Afghan households will be allocated directly by the Homes Office. The allocation of the temporary accommodation will be in line with existing policies.

Therefore, no further work is required.

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.

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- 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	• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	• protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	• no change/ no assessed significant impact of protected characteristic groups
Unclear	• 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. Assessment will be ongoing as to the need for adaptations that will include rather than exclude those with additional health and mobility needs relating to older age.
Disability	Neutral	The negative impact on an individual's mental health in times of conflict has been well documented (Refugee and migrant mental health) By providing safe homes for those fleeing war zones, we can positively contribute to the overall well-being of families. These will not be adapted properties as the needs of the tenants are yet to be known. However, the 2 homes for Afghan families will be secure tenancies meaning they could be adapted in the longer term if needed. Where incoming households include physically disabled family members, occupational therapy

Impacts on who or what?	Choose impact	How
		assessment and reasonable adjustments will be explored to ensure suitability.
Gender reassignment and Gender Identity	Neutral	The accommodation is available to all but does not specifically target or exclude anyone based on gender reassignment/gender identity. Staff involved in placements will follow Dorset Council safeguarding and anti-discrimination policies to ensure trans individuals are treated respectfully. This system reduces risk of discrimination during allocation.
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	2 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. Afghan refugees may require proximity to places of worship, cultural food shops, or community support. This will be considered during property selection where possible and advice sought from colleagues actively working with Afghan refugee communities.
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. Equality and safeguarding training for officers working with placed families supports

Impacts on who or what?	Choose impact	How
		inclusive allocations and minimises any risk of discrimination
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	Neutral	The properties for Afghan refugees will be in more urban areas where support will be available as required under Home Office Resettlement offer
Socio-economic deprivation	Positive	These are mainly affordable homes with secure tenancies Affordable housing reduces financial pressure and supports long term stability for low-income households, who are disproportionately represented in refugee and TA groups.
Single parents	Neutral	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 (ARP 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 2 of the homes being allocated to Afghan families where commitment has been made to resettle them safely in the UK. In addition to increasing housing supply, the project supports Dorset Council's duties under the Equality Act by advancing equality for groups who experience higher housing need, including refugees, low-income families, and those fleeing conflict. Risks associated with neutral impacts will be mitigated through inclusive allocation processes and ongoing partnership with the Homes Office and support providers.

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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
Possible need for property adaptations for households with disabilities or age-related mobility needs	- Establish process with Occupational Therapy to assess any incoming households requiring adaptations. - Ensure RP understands requirement to consider reasonable adjustments for those with need	Tenancy allocation team, OT, RP	Upon identification of household need/ before letting
Ensuring inclusive and non-discriminatory allocations	- Continue to follow Dorset Council allocation, safeguarding and anti-discrimination policies. - Ensure Officers involved in placements have up-to-date equality and safeguarding training	Housing advice and Homelessness teams, Tenancy allocation teams, Team Leads	Ongoing- reviewed annually
Cultural and religious needs of Afghan households (proximity to places of worship, community support etc)	- Consider cultural needs when assessing proposed property locations - Seek advice from Refugee Resettlement Team as required	Refugee Resettlement Team, RP, Housing Enabling	During property identification stage

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Monitoring equality impacts after household are placed	• Monitor outcomes through regular case reviews and feedback from Refugee Resettlement and housing teams • Capture any issues or barriers and escalate if adjustments are needed	Refugee Resettlement Lead	Reviewed as per resettlement team protocol
Ensuring EqlA remains current and actions are implemented	• Review EqlA annually or sooner if project scope changes • Ensure recorded actions are reviewed and updated	Housing Enabling, Refugee Resettlement, Housing Service Managers	Annually

Sign Off

Officer completing this EqlA: Lauryn Mealing

Officers involved in completing the EqlA: Vikki Jeffrey, Paul Derrien, Lauryn Mealing

Date of completion: 24.02.26

Version Number: 2

EqlA review date: Monthly commencing one month after project launch

Equality Lead Sign Off:

Next Steps:

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

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