

Equality implications

The shared equalities officer has carried out an equality impact assessment on the budget saving proposals¹, in line with our public sector equality duties to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity for people protected by the Equality Act²
- foster good relations for people protected by the Equality Act.

Consideration was also given to those groups not protected by legislation such as low income groups and children, in line with the requirement of the Equality Framework for Local Government.

The following proposal poses medium equality impact

‘Cease all housing enabling work in partnership with ORCC. A partial reduction in grant would allow some work to continue (subject to agreement with ORCC)’

Equality impact - Rural exception schemes (achieved through the work of the Oxfordshire Rural Housing Partnership) ensure that a site provides 100 per cent affordable housing with priority given to people with a strong local connection, in perpetuity. Affordable housing could be achieved on other types of development but this is generally allocated in respect of housing priority across the whole district. This could result in local residents who need to remain living in the same village due to work, family responsibilities, support network etc. being unable to be allocated any housing.

Mitigating action - If the grant is withdrawn, work on rural housing would have to come in house, streamlined to focus only on villages that express an interest in rural housing and promotional work on other villages would cease.

¹ rated minimal, low, medium or high equality impact

² Race, disability, gender, gender reassignment, pregnancy and maternity, age, sexual orientation, religion or belief