

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2025)

An Equality Impact Assessment (EIA) form is a document that proves paying due regard by considering protected characteristics. EIAs that accompany reports presented to Councillors for decision-making are published with the committee papers on our website and are also available in hard copy at the relevant meetings.

Section 1: Initial Equality Impact Assessment Screening

This section documents the equality screening process of actual or potential impacts of the proposed activity on a specific protected characteristic, along with NYC's additional agreed-upon characteristics, to determine whether a full Equality Impact Assessment (EIA) is necessary or appropriate.

Basic Details	
Directorate	Community Development
Service area	Housing
Proposal being screened	Bidding for Homes England funding from the Social and Affordable Homes Programme
Officer(s) carrying out screening	John Burroughs
Lead Officer and contact details	John Burroughs, 01723 383649
Date of the assessment	23 March 2026
<p>Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, or stopping doing something?)</p>	To acquire up to 30 homes for new affordable housing to go into the Housing Revenue Account. The homes will form a "Buyback" programme of purchasing existing homes, which will replace homes lost through Right to Buy.
<p>What does the authority hope to achieve by it? (E.g. to save money, meet increased demand, do things in a better way.)</p>	Will provide more affordable housing and contribute to the minimum of 500 homes to be provided into the Housing Revenue Account. Will also replace homes directly lost through Right to Buy. The acquisition of these homes will meet identified housing need across North Yorkshire.
Further Details	
<p>1.1 How have stakeholders been involved in this policy/ decision/ proposal? (e.g. a consultation exercise)</p>	<p>Discussions have taken place with Homes England on the funding proposals, and they have confirmed their "in principle" support to the Council submitting the funding bids.</p> <p>Housing needs have also been contacted and confirmed their support for the acquisition of these homes as they will meet housing need and reduce stress on waiting lists.</p>
<p>1.2 Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Please explain briefly</p>	Will have fairly low impact as the properties to be acquired will be in localities where the Council already owns housing stock and has current management and maintenance arrangements in place.
<p>1.3 Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics</p> <p>As part of this assessment, please consider the following questions:</p> <ul style="list-style-type: none"> To what extent is this service used by particular groups of people with protected characteristics? Does the proposal relate to functions that previous consultation has identified as important? 	

- Do different groups have different needs or experiences in the area the proposal relates to?

If for any characteristic, it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.

Tick and indicate which protected characteristics are identified as relevant to the proposal (positive, negative, neutral or don't know).

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
Age			x		
Disability			x		
Sex			x		
Race (including GRTS)			x		
Gender reassignment			x		
Sexual orientation			x		
Religion or belief			x		
Pregnancy or maternity			x		
Marriage or civil partnership			x		
NYC's additional characteristics					
People in rural areas	x				Potential for families from rural areas to be rehoused in the accommodation as nothing suitable exists in rural areas
People on a low income	x				Lower income groups have difficulty in sourcing affordable accommodation to rent in localities where there are high housing prices. The provision of new affordable housing to rent will enable them to access housing that will be affordable to such households.
Carer (unpaid family or friend)			x		
Are from the Armed Forces Community (including veterans)			x		
1.4 To which Part(s) of the Public Sector Equality Duties is the Policy/decision/proposal relevant? Tick and briefly describe.					
General Duties	Yes	No	Details		
Eliminate unlawful discrimination, harassment and victimisation	<input type="checkbox"/>	<input type="checkbox"/>			
Advance equality of opportunity	X	<input type="checkbox"/>			
Foster good relations between different groups	<input type="checkbox"/>	<input type="checkbox"/>			
1.5 Decision (Please tick one option)					
Decision to recommend this policy/ decision for an Equality Impact Assessment?	Yes	<input type="checkbox"/>	No	X	

If the answer is “Yes”, or you indicate a negative impact on any of the characteristics mentioned in the table above, please continue to Section 2 and complete the full Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

The provision of new affordable housing, particularly in higher value localities where housing on the open market may be beyond the reach of many households, will have a positive impact for lower income households.

Signed (Assistant Director or equivalent)

Date

Section 2: Equality Impact Assessment

This section aims to provide a full assessment of the actual or potential impacts on specific protected characteristics, along with NYC's additional characteristics. It will also identify the proper actions to mitigate these impacts, if needed.

2.1 Evidence, Consultation and Data: What data or evidence source(s) has/ have been used to inform this assessment? Select the relevant source (s):

- Demographic data
- Service usage data
- Consultation feedback
- National/local research and report
- Expert opinion
- Others

2.2 Stakeholder Engagement: What engagement has been done regarding the proposal and what are the results?

- Who has been consulted?
- How were they consulted?
- What feedback was received?

2.3 What positive impact will this proposal have on the council budget, people, community, economic growth and environment, etc? Please explain briefly

2.4 Please briefly describe how will this proposal affect people with protected characteristics? Only those who are identified as relevant to the proposal in section 1.

protected characteristics	Negative	Don't know	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc.
Age			

Disability			
Sex			
Race (including GRTS)			
Gender reassignment			
Sexual orientation			
Religion or belief			
Pregnancy or maternity			
Marriage or civil partnership			
NYC's additional characteristics			
People in rural areas			
People on a low income			
Carer (unpaid family or friend)			
Are from the Armed Forces Community (including veterans)			
2.5 Geographic impact: Please detail where the impact will be (please tick all that apply)			
North Yorkshire wide			
Craven			
Hambleton			
Harrogate			
Richmondshire			
Ryedale			
Scarborough			
Selby			
If you have ticked one or more areas, will specific town(s)/ village(s) be particularly impacted? If so, please specify below.			
2.6 Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, citing evidence from Q2.1 & Q2.2, e.g. engagement, consultation and/or service user data or demographic information, etc.			

2.7 Mitigation and Actions: List the actions that will be taken to reduce or eliminate any negative impact identified above and how positive impacts will be enhanced. Briefly describe the action you defined.

Actions	Lead	By when

2.8 Monitoring and Review: If the proposal is to be implemented, how will the impact be monitored? Briefly describe the monitoring arrangements/systems that will be put in place to find out how the expected outcomes have been achieved in practice.

2.9 Conclusion: Please summarise the findings of your EIA, including impacts, recommendations in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

2.10 Sign off section

This full EIA was completed by:

Name: John Burroughs

Job title:

Directorate: Community Development

Signature: JBurroughs

Completion date: 2 April 2026

Authorised by relevant Assistant Director (signature): Andrew Rowe

Date: 02/04/2026

Once this has been signed off, please send it to webteam@northyorks.gov.uk for publication on the appropriate webpage.