

# Equality Impact Assessments (EIAs) Summary 2024-2025

## 1. Number 55 bus

The proposed fare is being introduced due to a change in the amount received by the operator when they are reimbursed for journeys made by holders of concessionary bus passes (those above state pension age), who make up the vast majority of users.

The impact of increasing the bus fare from £1 to £2 on the number 55 bus on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will no impact on majority of the protected groups however there will be minor negative impact for people with low income as this is 100% increase, however majority of users of this bus have an English National bus pass so it will only affect 1% of users. To understand the impact fully we will consult and engage with users of the service and consider views of the increase and share with decision makers prior to a formal decision.

## 2. Negotiated Stopping Policy

The Negotiated Stopping Policy is required to support the current Unauthorised Encampments Injunction. The judge who granted the Injunction made it conditional upon the council adopting a Negotiated Stopping Policy.

The policy establishes a mechanism whereby travellers can apply to remain within the injunction area subject to meeting a range of criteria and approval by the council or relevant landowner

The impact of Negotiated Stopping Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded the policy will have a positive impact upon the protected group. As the policy allows members of a specific race or ethnicity to undertake an activity that would otherwise be prohibited by the injunction.

## 3. Affordable housing, surgery, and community facilities proposal as part of a wider regeneration scheme.

It is intended to deliver a development of affordable homes, a surgery and community facilities on land owned by the council (and land to be transferred to the council), as part of a wider regeneration scheme within Winklebury. The council would transfer its land to Vivid Housing Association (at below market value) on the obtaining of planning permission, and Vivid would then construct the affordable dwellings and medical centre at their cost. Vivid would provide the council with nominations rights to ensure that the needs of those on the council's Housing Register are met.

The impact of the delivery of affordable housing, a medical facility and open space on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that An Equality Impact Assessment has been undertaken to consider the impact of the proposed development on the protected characteristics groups and its implications for the Public Sector Equality Duty. This assessment concluded that the proposal is positive for all groups and that there would be a differentially positive impact for those on a low income, people who are/in receipt of benefits, unemployed groups, those needing medical care, and those desiring to have access to open space/recreation land.

#### **4. Preferred Partnership Agreement**

One of the borough's key strategic priorities as set out within the Housing and Homelessness Strategy 2023-27 and the Council Plan 2023-27 is to improve the quality of homes within the borough, and this can only be effectively achieved through progressive partnership working.

The development and use of a Preferred Partnership Agreement will significantly strengthen the Council's strategic affordable housing enabling function in terms of shaping new affordable housing delivery to meet a further key strategic priority to accelerate delivery of new affordable housing. Currently the council has no ability to influence which RP's developers choose to work with.

The impact of Preferred Partnership Agreement on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that it would have a positive impact on all protected characteristic groups as it will improve housing standards and it can create a framework to broker stronger relationships, connections and contact between providers and ward members in their localities, which will benefit the residents of those communities.

#### **5. Community Buildings Policy**

A new Community Buildings Policy, which will set out the council's approach to the provision of new community buildings and additions/improvements to existing community buildings in the borough to 2041 (in line with the Local Plan Update period). It will replace the council's current Community Buildings Strategy which has been in place since 2014 (revised 2017).

The impact of the introduction of the Community Buildings Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that the Community Building Policy will have a positive impact on protected characteristics groups because it will improve and increase the provision of community buildings in the borough which will be fit for purpose and meet the need of residents. In addition, the Service Level Agreement process will ensure that council-owned community buildings can better demonstrate engagement and consultation with residents to ensure that buildings can be used effectively for a wide range of community activities. Community buildings also offer volunteering opportunities which can have a positive impact on health and wellbeing.

#### **6. Re-provision of golf facilities at Down Grange**

The proposal is to re-provide the pitch and putt golf course at the parkland to the south of Down Grange House is being proposed for a location to re-provide the pitch and putt golf course that may be lost at the Golf Centre, should the Great Wolf Resorts proposal proceed. This will potentially comprise a series of six pitch and putt golf holes (Tees, fairways and greens). The site will remain as public open space and accessible to the public.

The impact of the re-provision of golfing facilities at Down Grange on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there should be none to very limited impact on these groups. As the proposal will aim to ensure current users of the Down Grange site are not negatively impacted and will retain access to the public open space for walking, exercise, dog walking, etc, as well as safely travelling on foot across the site where current practice is for pedestrians to avoid walking along main roads.

## **7. Legal Services Reorganisation**

Organisational changes are proposed in relation to the legal services team. The proposal is to remove 3 vacant posts from the establishment and create two new Principal Lawyers posts and an assistant practice support officer post; to change the names of the two legal teams, change the post titles for the two team managers, the Information Governance Officer post and Legal Co-Ordinator post.

The impact of a minor legal team restructure on the protected characteristics of groups and the implications for the Public Sector Equality Duty. This assessment concluded that there was no impact on the protected characteristics of the team and therefore, no mitigation actions were required, and any recruitment will be subject to the council's standard recruitment and selection processes to ensure everyone has an equal opportunity in being recruited.

## **8. Statement of Gambling Policy 2024-2027**

The Statement forms the licensing authorities mandate for managing local gambling provision and sets out what the licensing authority will take into consideration in issuing relevant Licences and therefore its expectation in relation to premises within their area. It aims to control licensed premises within the local area to help protect the community, ie children and relevant vulnerable groups, and to guide these Operators as to how the Council wishes them to run their premises. The licensing objectives are set out in the Act.

The impact of Statement of Gambling Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will be no negative impact on all protected characteristics groups. Actions and objectives that are stated in the policy will help protect young people and vulnerable adults. As responsible and transparent licensing policies, both for the premises licensed by the local authority and the operator, licensed by the Gambling Commission, contribute to ensuring that venues, and staff of those venues are aware of vulnerable groups, & understand the risk factors for excessive gambling

## **9. Street Trader Policy 2024 - 2029**

The Street trading policy aims to create a street trading environment which complements premises-based trading, is sensitive to the needs of residents, provides diversity and consumer choice, and seeks to enhance the character, ambience and safety of local environments.

The impact of Street Trader Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will be no negative impact on all protected characteristics groups as the policy advises that applications will be considered on their individual merits. There will be indirect positive impact for people with a disability as each application will have to ensure it does not hinder accessibility to public areas.

## **10. Animal Welfare Policy 2021 - 2026**

The Policy will detail how the Council carries out its animal licensing responsibilities in a consistent and fair manner. The Council has a legal responsibility for the licensing of a number of activities relating to the welfare of animals under the Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018, Zoo Licensing Act 1981 and the Dangerous Wild Animals Act 1976.

The impact of Animal Welfare Policy 2021 - 2026 on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will be no adverse on any protected characteristic groups. The assessments highlights individuals who English is not their first language or who may be neurodiverse may find it difficult to read the policy, therefore, when requested the policy will be provided in alternative formats and translated to alternative languages.

## **11. Statement of Licensing Policy 2022 - 2027**

Section 5 of the Licensing Act 2003 requires a licensing authority to prepare and publish a statement of its Licensing Policy The policy sets out the general approach to make licensing decisions whilst remaining consistent with the provisions of the Licensing Act 2003

The impact of Statement of Licensing Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will no negative impact for any protected characteristics groups as The Council will consider the individual application prior to a licence being granted and the policy does not discriminate on any protected characteristics. Responsible and transparent licensing policies, both for the premises and the personal licensee, contribute to ensuring that venues and staff of those venues are aware of vulnerable groups and put measures in place to protect them.

## **12. Tables and Chairs Policy (Pavement License)**

The Policy sets out the general approach to make pavement licence matters and includes the mandatory conditions and other local factors/considerations that will be taken into account when determining matters.

The impact of the table and chair policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will be no adverse impacts on any of the protected characteristics groups. A responsible and transparent pavement licensing policy, contribute to ensuring that venues and staff of those venues are aware of vulnerable groups. The Policy (and Government Guidance/legislation) recognises the needs of vulnerable groups, and accessibility as it recognises there may be potential obstructions to people with a disability. However, standards require a 2m wide unobstructed route to ensure there is no obstruction to pedestrians.

### **13. Sex Establishments Policy 2025 – 2030**

The purpose of the policy is to enable Basingstoke and Deane borough Council to have clear guidelines in relation to the licensing of sex establishments in its area. The policy sets out the Council's approach to licensing sex establishments so that is clear to residents, applicants, and workers - and ensures a transparent and consistent approach, as well as giving direction and focus to the Licensing Committee in determining applications.

The impact of Sex Establishment Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will be no direct impact on any of the protected characteristics groups as Responsible and transparent licensing policies, both for the premises and the personal licensee, contribute to ensuring that venues and staff of those venues are aware of vulnerable groups and put measures in place to protect them. The EIA and the authority recognise that this type of establishment may have an indirect impact on the beliefs of some groups more than others. However, the policy aims to minimise the impact of sex establishments on these groups by accepting the views and opinions of objectors without constraint of the subject matter within objections, and by the imposition of strict conditions regarding the external appearance of premises.

### **14. Charity Collections Policy 2022 – 2027**

The Policy is designed to ensure that charity collections are treated fairly and consistently to be well run and regulated. In addition, each application is considered on its merits for people to have the opportunity to raise money for good causes the public is not exposed to an excessive number of appeals or unauthorised activity.

The impact of Charity Collection Policy on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there will no adverse impact for any protected characteristic groups. As this policy has general protection levels and terms of operating for anyone wishing to carry out Charity Collections. The policy, whilst not being determined by individual protected characteristics (except age) has been put in place to ensure standards are met and licences are issued on an equitable basis.

## **15. May Place**

May Place House is a homelessness hostel situated in the heart of the town centre, providing a support service for up to 20\* residents, all year round. At a high-level, the scope of the project is to acquire the building from the current owners, London and Quadrant (L&Q), undertake a full refurbishment and repair programme, and tender for a new service management and maintenance contract. In doing so, we can ensure that the building continues to operate as the core function for supporting the boroughs homeless residents.

The impact of the May Place Regeneration Project on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that the project has made substantial effort to ensure all groups have been considered during the design process, rather than us assuming the needs and creating something not fit for purpose.

The assessment also highlighted a further opportunity regarding religion/faith, and how this need could be integrated into the building designs.

## **16. Changes to the Housing Register Allocations Scheme due to guidance in relation to members of the Armed Forces**

On 27 November 2024, MHCLG laid regulations to exempt all former members of the regular Armed Forces from any local connection tests applied by councils in England, in order to facilitate their access to social housing. The regulations came into effect on 18 December 2024 which removes the five-year limit and ensures that no veterans of the regular Armed Forces will need to meet a local connection test regardless of when they last served. It also widens bereaved spouse to former spouse. The council will amend their Housing Allocations Scheme to ensure it adheres to this legislation.

The impact of changing the local connection criteria for Armed Forces on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that this change would be positive for all residents within the borough. In particular Armed Forces personnel and their families, along with former spouses will now have greater access to affordable and social housing.

## **17. Future Economy Framework**

The Future Economy Framework sets the foundation and priorities for economic development in the borough and aims to promote resilient, sustainable and inclusive growth. It identifies three core objectives: strengthening our businesses, removing barriers to opportunities, and showcasing and shaping our place.

The impact of The Future Economy Framework on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that overall, the Framework will have no negative impact on all protected characteristics groups as the Framework aims to support all residents in the borough to have equal access to opportunities associated with the framework. In some instances, through targeted interventions will have a positive impact on

certain groups. The action plan underpinning the implementation of the framework is a live document and will be subject to regular updates as and when new actions or priority interventions are identified.

### **18. Sale of council property- Joule Road**

Due to the deteriorating condition of the site, and the fact that several leases are due to expire in 2026, the council is proposing to sell its industrial estate at Joule Road in the Norden ward. The majority of tenants on the site are commercial. However, it is noted that units 11 and 12 are occupied by The Community Furniture Project (CFP), a local charitable organisation providing practical support for people through furniture

The impact of the sale of council property known as Joule Road on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded It is anticipated that a longer lease should provide greater assurance to the organisation and its beneficiaries which will cover all the protected characteristics groups. However, it is noted that this will be particularly positive for some protected characteristic groups given the make-up of the CFP's customer-base and clients which are particularly well supported by the Community Furniture Project. If security of tenure is improved through the sale to the noted third party. There would be a neutral impact on other groups.

### **19. Digitalisation of daily use check**

At present daily walk around / vehicle checks are recorded on paper forms, It is intended to move this to a Microsoft forms system to digitise the process to enable instant recording of daily use checks, to improve accessibility and allow for quicker response times.

The impact of digitalisation of daily use check list ones with the use of a mobile phone on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded that there is possible negative impact for protected characteristics groups of age, disability and for individuals that may have low literacy levels because they may find digital forms challenging.

From consulting with line managers and staff members we will work with their line managers to ensure staff members receive further training around the use of these forms and implement a buddy system for staff members who require additional support.

### **20. Disposal of BDBC portion of Camrose site**

The council is proposing to dispose of an area of land, which forms its minority interest land holding (33.3% of the site) at the Former Camrose Football Ground, Winchester Road, Basingstoke. The land has been redundant for a significant period and there is no practical possibility of it being reused for sport, as the remainder of the site (66%) has been sold to a

housing association. The Football Club that used the site have been relocated to nearby improved sports facility.

The impact of the proposed disposal of Camrose site on the protected characteristics groups and the implications for the Public Sector Equality Duty. This assessment concluded there will be no adverse impact on protected characteristics groups. As the site has not been fit for purpose for some time Basingstoke football club, has been playing at Hampshire FA in Winklebury and we will be working with the club and Hampshire FA to develop modern support their future needs.

In addition, the proposed use of the land for affordable housing development would be positive for all groups as the delivery of affordable housing, across the site, would be positive for a range of groups, in particular, people on a low income and without reasonable access to market-based housing. It was acknowledged that the proposed affordable housing met several Council Plan, Housing Strategy and Corporate objectives.