

# Equality Impact Assessment

This document is intended to act as a guide and point of reference, rather than be a template. There is no requirement to use this document as part of the policy development or decision making process; although it may help.

When using this form, please feel free to enter as much or as little information as you feel is appropriate.

Name	Alex Jolley	Date	01/12/2021
Job title	Policy, Research and Engagement Officer		
<b>What are you thinking of changing or implementing?</b>			
<p>Providing housing choices is one of the six corporate priorities for Fareham Borough Council. By working with key partners, the Council seeks to support a diverse housing market and help households find good quality, affordable homes.</p> <p>To help achieve this the Council has set out a policy on the Council's interim approach to First Homes.</p> <p>First Homes is a new type of affordable home ownership. It was introduced by Government on the 24<sup>th</sup> May 2021 through a Written Ministerial Statement and update to Planning Practice Guidance. From the 28<sup>th</sup> December 2021, on new developments which meet the threshold for affordable housing contributions, 25% of the affordable homes should be First Homes.</p>			
<b>What is the expected or anticipated impact of this change?</b>			
<p>First Homes is designed to help first time buyers who wish to get onto the property ladder but are unable to afford a home at full market value. First homes are newly built homes at first classification. They must be offered at a minimum of 30% discount on the market price. On the initial sale the property will be no more than £250,000.</p> <p>The expected impact of the policy is that more people will be able to get on the property ladder. This is because consumers will need a smaller lump sum to buy the property than they would have needed if they were being charged the full market value.</p>			
<b>Protected characteristic: Age</b> (including children and young people)			
Points to consider:			
<ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>			

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Disability** (including physical and those with mental health conditions)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Gender reassignment**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Marriage and civil partnership**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this

protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Pregnancy and maternity**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Race**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Religion or belief**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Sex**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**Protected characteristic: Sexual orientation**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the Interim First Homes Policy will have no negative impact on people with this protected characteristic. However, the policy will have a positive impact on this protected characteristic because it will help enable more people to be able to get on the property ladder.

**No barriers identified, therefore policy can proceed – Yes**