

Equality and Rurality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the 'protected characteristics' may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet

Once completed a copy should be emailed to Cheryl.sloan@publicagroup.uk to be signed off by an equalities officer before being published.

1. Persons responsible for this assessment:

Names: Caroline Clissold	
Date of assessment: 29/05/2026	Telephone: 01594 812309 Email: caroline.clissold@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

Our House Project Funding Extension
Is this a new or existing one? Existing project

3. Briefly describe it aims and objectives

The 'Our House project' was set up in 2014 specifically to address the needs of young people with complex needs in the district facing homelessness. Young people tend to need a high level of support, the type of which often differs significantly from older adults. The 'Our House Project' provides up to 11 bed spaces split between 3 houses within the district and provides bespoke in person support to assist young people to find education, employment, volunteering alongside longer term sustainable housing options.

4. Are there any external considerations? (e.g. Legislation/government directives)

The Homelessness Reduction Act 2017 (along with various other Housing Legislation) provides the statutory framework against how the Housing Team provide advice and assistance to households who are homeless or threatened with homelessness.

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	✓	Regular monitoring of local housing trends and data obtained from HomeseekerPlus which is reported to central government via our H-CLIC reporting requirements
Recent research findings including studies of deprivation	☐	
Results of recent consultations and surveys	☐	
Results of ethnic monitoring data and any equalities data	☐	
Anecdotal information from groups and agencies within Gloucestershire	☐	
Comparisons between similar functions / policies elsewhere	☐	
Analysis of audit reports and reviews	☐	
Other:	☐	

6. Please specify how intend to gather evidence to fill any gaps identified above:

No gaps identified

7. Has any consultation been carried out?

No

NA

If NO please outline any planned activities

NA

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	☐
LOW – Few members of the general public/staff will be affected by this proposal	☒
MEDIUM – A large group of the general public/staff will be affected by this proposal	☐
HIGH – The proposal will have an impact upon the whole community/all staff	☐
Comments: e.g. Who will this specifically impact?	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

*Negative – it could disadvantage and therefore potentially not meet the General Equality duty;**Positive – it could benefit and help meet the General Equality duty;**Neutral – neither positive nor negative impact / Not sure*

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People		☒		The proposal is specifically to address the support and housing needs of young people	

Age – Old People	✓			The proposal is specifically to address the support and housing needs of young people so excludes older adults over 25 in most cases	Older Adults have other options available to them in West Oxfordshire in other Projects aimed at over 25's
Disability			✓	The proposal is inclusive to people with disabilities but is not specific to disability	
Sex – Male			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Sex – Female			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Race including Gypsy and Travellers			✓	The proposal is inclusive to people of all races, but it is not specific to race	
Religion or Belief			✓	The proposal is inclusive to people of all religions, but it is not specific to religion	
Sexual Orientation			✓	This proposal is inclusive to all types of sexual orientation, but it is not specific to sexual orientation	
Gender Reassignment			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Pregnancy and maternity			✓	The proposal is inclusive to people who are pregnant and/or on maternity, but it is not specific to this group	
Geographical impacts on one area			✓	The proposal is inclusive to the whole of West Oxfordshire district	
Other Groups			✓	This proposal is inclusive to all other groups that are not mentioned – see note	
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			✓	The proposal is inclusive to the whole of West Oxfordshire district	

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
NA			

11. Is there is anything else that you wish to add?

NA

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Caroline Clissold	Date:	29/05/2026
Line Manager:	Claire Locke	Date:	
Reviewed by Corporate Equality Officer:	Cheryl Sloan	Date:	01/06/26