

# Equality Impact Assessment Form



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| <b>Directorate: Growth &amp; Development Services</b>  | <b>Service: Strategic Planning, Regeneration &amp; Implementation</b>  |
| <b>Completed by: Jonathan Mitchell</b>   | <b>Date: 18 August 2021</b>  |
| <b>Subject Title: Tenancy Strategy 2022-25</b>   |  |
| <b>1. DESCRIPTION</b>  |  |
| Is a policy or strategy being produced or revised:   | Yes <i>*delete as appropriate</i>  |
| Is a service being designed, redesigned or cutback:  | No   |
| Is a commissioning plan or contract specification being developed:   | No   |
| Is a budget being set or funding allocated:  | No   |
| Is a programme or project being planned:   | No   |
| Are recommendations being presented to senior managers and/or Councillors:   | Yes  |
| Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ): | Yes  |
| Details of the matter under consideration:   | The approval of a Tenancy Strategy for 2022-2025   |
| <p><i>If you answered <b>Yes</b> to any of the above go straight to Section 3</i></p> <p><i>If you answered <b>No</b> to all the above please complete Section 2</i></p>   |  |
| <b>2. RELEVANCE</b>  |  |
| Does the work being carried out impact on service users, staff or Councillors (stakeholders):  | <i>*delete as appropriate</i>  |
| If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders):<br><i>If you answered <b>Yes</b> go to <b>Section 3</b></i>   |  |
| If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups:<br><i>You do not need to complete the rest of this form.</i>   |  |
| <b>3. EVIDENCE COLLECTION</b>  |  |
| Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?   | Council housing department, registered providers of social housing (RP's) with housing stock in the Borough, existing and prospective tenants of the those RP's including those of the |

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|  | Council.  |
| If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?  | No one particular group is affected more than others.   |
| Which of the protected characteristics are most relevant to the work being carried out?<br><br>Age<br>Gender<br>Disability<br>Race and Culture<br>Sexual Orientation<br>Religion or Belief<br>Gender Reassignment<br>Marriage and Civil Partnership<br>Pregnancy and Maternity / Paternity | <i>*delete as appropriate</i><br><br>Potentially, all by virtue of the fact that the tenancy strategy sets out broad principles to be considered by RP's in allocating tenancies and of different types and lengths. Whilst the allocation of housing is usually based on housing need, the applicants themselves may have one or more of the protected characteristics |
| <b>4. DATA ANALYSIS</b>  |   |
| In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?   | Tenants of RP's may be impacted by changes introduced by an RP in their tenure policy, although it is usual for existing tenants to be subject to protections, meaning that, any new changes are more than likely going to impact new / prospective tenants from the point any new tenure policy is introduced and/or subject to a tenure policy review by a RP.        |
| What will the impact of the work being carried out be on usage/the stakeholders?   | The strategy aims to have a positive impact by encouraging RP's to develop housing management policies as it relates to the types of tenancies they operate that are fair and equitable and reflect the delivery preferences of this Council across a range of matters.   |
| What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?   | Consultation will take place with stakeholders of the Tenancy Strategy, namely RP's and where appropriate amendments will be made to the strategy.  |
| What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?  | None to date, although we expect consultation responses as indicated above to help shape the strategy further where required. It should be said that the Tenancy Strategy was first published in 2013 and since then there have been a range of changes that this new replacement Tenancy Strategy aims to take account, particularly those related to legislative      |

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|   | matters, which were not applicable in 2013.  |
| If any further data/consultation is needed and is to be gathered, please specify:   | No further information is to be gathered other than that previously mentioned above.   |
| <b>5. IMPACT OF DECISIONS</b>   |  |
| In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?   | <p>The Tenancy Strategy is a document intended for use and interpretation by Registered Providers of Social Housing. The Strategy itself sets out high level expectations and the preferences of the Council in how registered providers should deliver their tenancies and undertake certain aspects of their housing management in order to ensure that their tenants are being treated fairly and are given the best chance of sustaining their tenancy.</p> <p>Registered providers are not under a legal duty to implement the Councils preferences, merely have, "due regard". This means that the preferences in the Tenancy Strategy may or may not be introduced as each registered provider can decide how they wish to proceed.</p> <p>The intention of the strategy is to have a positive impact upon existing and prospective tenants irrespective of whether they consist of people with particular protected characteristics.</p> |
| <b>6. CONSIDERING THE IMPACT</b>  |  |
| If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.). | No negative impacts have been identified.  |
| What actions do you plan to take to address any other issues above?   | <p>No actions.</p> <p><i>If no actions are planned state no actions</i></p>  |
| <b>7. MONITORING AND REVIEWING</b>  |  |
| When will this assessment be reviewed and who will review it?   | It is not proposed to review this particular EIA, although a new EIA will be developed if necessary at the time of the development of a new Tenancy Strategy in the future.  |