

Brief Equality Impact Assessment Appendix H For Rent Increase April 2013

The council is required by law to fulfil its duties under the Public Sector Equality Duty (Section 149 of the Equality Act 2010) as set out in our Equality & Diversity Action Plan, 2011-2014 (on the intranet under Equality and Diversity – internal information). In the course of the business, council officers must ensure that the impact of any decisions on people with protected characteristics is considered before the decisions are agreed. These characteristics are shown in the table below.

Please use this form to highlight the potential impacts of your proposed budget savings on people with protected characteristics. It is a brief assessment and a full Equality Impact Assessment of individual or groups of proposals may be required following consultation in December 2012. The Equality and Diversity Toolkit provides further guidance and can be found on the intranet or feel free to contact Emma Barron (Policy Officer – E&D).

Service affected	Housing		
Decision or change being considered	Proposal for rent increase of 5.1 %		
Date of full EqIA on service (planned or completed)	n/a		
Form completed by	Mike Haynes	Date	18.12.12

Who are the users of this service/function?	Stevenage Borough Council tenants
Who may be impacted if the decision was to be made?	As above

Consider the impact of the budget savings proposal on people with the listed protected characteristics. If impact is unknown or not fully understood, consider plans to consult the group on the likely impact.

Protected characteristics under the Equality Act 2010	Potential impact		Reason for nature of impact. Please note any evidence.
	Negative / Positive / Neutral	High / Medium / Low	
Age			Negative, but not significant
Gender			None identified
Ethnicity			None identified
Disability			None identified
Religion/belief			None identified
Sexual orientation			None identified
Transgender			None identified
Pregnancy/maternity			None identified
Marriage/Civil partnership			None identified
Socio-economic*			Significant as largest group on HB are 40-49 range (16.5%) and most likely to be in arrears
Other			None identified

* Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should consider the impact on people with a socio-economic disadvantage.

Where a potential negative impact has been identified, please use the table overleaf to consider actions to mitigate. Also consider if there is potential to have a positive impact on equality groups.

Action	Responsible officer	How will this be delivered?	Deadline
Growth bid for additional staff	Tenancy Services Manager	this bid is to strengthen the Income Maximisation team's ability to maintain or improve collection rates	April 2013
Under - occupation project	Lettings Business Manager	plans include contacting all under-occupying tenants and making them aware of the impending changes and offering support for those that indicate a wish to move	April 2013
All tenants	Income Maximisation & Tenancy Managers	joint working to ensure greater awareness and increase early intervention	April 2013