

Appendix B

Full Equality Impact Assessment

What is being assessed?		Revised Tenancy Policy 2024		
Lead Assessor	Karen Long		Assessment team	
Start date	May 2024	End date		June 2024
When will the EqIA be reviewed?	May 2026			

Who may be affected by it?	All tenants, housing applicants, homeless presentations
What are the key aims of it?	<p>To ensure the review of the existing policy takes into account the new regulatory standards.</p> <p>In April 2024, the regulator of social housing published a revised regulatory framework and regulatory standards. It is in the revised tenancy standard that states the requirement for all social housing providers to publish clear and accessible policies which outline their approach to tenancy management, including interventions to sustain tenancies and prevent unnecessary evictions, and tackling tenancy fraud, and set out:</p> <ul style="list-style-type: none"> a) The type of tenancies they will grant. b) Where they grant tenancies for a fixed term, the length of those terms.

c) The circumstances in which they will grant tenancies of a particular type.

d) Any exceptional circumstances in which they will grant fixed term tenancies for a term of less than five years in general needs housing following any probationary period.

e) The circumstances in which they may or may not grant another tenancy on the expiry of the fixed term, in the same property or in a different property.

f) The way in which a tenant or prospective tenant may appeal against or complain about the length of fixed term tenancy offered and the type of tenancy offered, and against a decision not to grant another tenancy on the expiry of the fixed term.

g) Their policy on taking into account the needs of those households who are vulnerable by reason of age, disability or illness, and households with children, including through the provision of tenancies which provide a reasonable degree of stability.

h) The advice and assistance they will give to tenants on finding alternative accommodation in the event that they decide not to grant another tenancy.

i) Their policy on granting discretionary succession rights, taking account of the needs of vulnerable household members.

Section 79 of the Domestic Abuse Act 2021 which came into force on 1 November 2021 places new obligations on social landlords to ensure that, where they are offering a new tenancy to existing lifetime social tenants as a result of domestic abuse, such tenancies are granted on a lifetime basis.

This protection applies to victims who have a lifetime tenancy, or victims who have had a lifetime tenancy in the past and have fled their social home to escape domestic abuse. The protection also applies to victims of domestic abuse who have a joint lifetime tenancy and who wish to continue living in their home after the perpetrator has left. The provisions apply to lifetime tenants of local authorities and private registered providers of social housing.

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What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment		Promote equal opportunities	The aim of the Tenancy Policy is to outline the different types of tenancy that the Council provide and is applied to existing tenants and applicants that bid through Choice Based Lettings or present as homeless. The policy sets out what type of tenure is applicable and does not discriminate against any protected characteristics.	Encourage good relations	

What sources of data / information are you using to inform your assessment?	<ul style="list-style-type: none"> • Social Housing (Regulations) Act 2023 • Housing System data • Supported housing service data
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In assessing the potential impact on people, are there any overall comments that you would like to make?	None
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment				
What opportunities are there to mitigate the impact?				What do you still need to find out? Include in actions (last page)

Disability				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment			See page two and three.	
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)

Gender reassignment, Marriage or civil partnership, Pregnancy & maternity, Race, Religion or belief, Sex, Sexual orientation N/A					
Positive impact	Positive - Women are statistically far more likely to be victims of domestic abuse and therefore more likely to benefit from this measure	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment		There is no evidence to suggest any other specific impacts on customers within any of these protected characteristic groups.			
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)	

Socio-economic¹					
e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

What opportunities are there to mitigate the impact and promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	
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Other please feel free to consider the potential impact on people in any other contexts				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment				
What opportunities are there to mitigate the impact?				What do you still need to find out? Include in actions (last page)

What are the findings of any consultation with:

Residents?	We do not consider it to be necessary to carry out further consultation as this is a statutory requirement	Staff?	N/A
Voluntary & community sector?	N/A	Partners?	N/A

Other stakeholders?	N/A	
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Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		Due to the policy having statutory requirements, and that customers will be coming through another policy decision, there are no inequalities identified.
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?

Approved by Assistant Director Housing and Neighbourhoods :

Date: 11 June 2024