

Appendix 4 – Equality Impact Assessment

Equality Impact Assessment Form

For a policy, project, strategy, staff or service change, or other decision that is new, changing or under review

What is being assessed?		Renters' Rights Act 2025 – Enforcement Policy	
Lead Assessor	Geoff Hammond Residential and Animal Control Manager		Assessment team Environmental Health and Licensing
Start date	March 2026	End date	March 2027
When will the EqIA be reviewed? (Typically every 2 years)	March 2027, unless the policy to which it relates requires review at an earlier date.		

Who may be affected by the proposed project?	Tenants living in private sector rented dwellings in Stevenage. Landlords of private sector rented dwellings in Stevenage. Private rental sector businesses in Stevenage, i.e. managing agents and letting agents.
What are the key aims of the proposed project?	To set out the Council's approach to regulation and enforcement of the Renters' Rights Act 2025. To detail how the Council will apply the legislative provisions under the Renters' Rights Act 2025 To set out how the Council will fulfil its statutory duties under this Act to regulate the private rented sector.

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	The policy supports the effective enforcement of the legislative provisions concerning discrimination against certain groups of residential occupier.	Promote equal opportunities	The policy supports the effective enforcement of legislative provisions that benefit disadvantaged groups such as low-income tenants.	Encourage good relations	The policy aims to ensure consistency and transparency in enforcement and thereby give confidence to private sector tenants, landlords and rental businesses.
What sources of data / information are you using to inform your assessment?	UK legislation and associated Government guidance.				

In assessing the potential impact on people, are there any overall comments that you would like to make?	The policy aims to support the effective enforcement of new legislation which increases rights and protections for private rented sector tenants, which includes disadvantaged groups. Landlords and businesses will benefit from a transparent and consistent approach by the Council to regulation, which the policy aims to set out. The policy is therefore expected to have an overall positive impact in relation to equalities.
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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	The legislation to which the policy relates includes provisions prohibiting the discrimination by private rented sector landlords against prospective tenants with children. The policy is therefore expected to have an overall positive impact.				

support this assessment			
What opportunities are there to promote equality and inclusion?	Engagement with tenants to promote their rights under the legislation and how they can access advice and support. Engagement with landlords about their new duties.	What do you still need to find out? Include in actions (last page)	N/A – engagement with these groups has already begun, e.g. Landlord Forum, website resources for tenants

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	✓	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Residents living within the private rented sector include those in disadvantaged groups, including those with disabilities such as mental ill health. The policy is concerned with the effective enforcement of new legislation which strengthens the rights and protections for private rented sector tenants.				
What opportunities are there to promote equality and inclusion?	See above under Age		What do you still need to find out? Include in actions (last page)	See above under Age	

Gender Reassignment					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	No differential impact. Where known, preferred pronouns of those using the services to which this policy relates will be honoured during all communication.				

What opportunities are there to promote equality and inclusion?	N/A	What do you still need to find out? Include in actions (last page)	N/A
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Marriage or Civil Partnership					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	No differential impact.				
What opportunities are there to promote equality and inclusion?	N/A	What do you still need to find out? Include in actions (last page)	N/A		

Pregnancy & Maternity					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	✓				
	The legislation to which the policy relates includes provisions prohibiting the discrimination by private rented sector landlords against prospective tenants with children – or who will have children living with them during their tenancy. The policy is therefore expected to have an overall positive impact.				
What opportunities are there to promote equality and inclusion?	See above comments under Age	What do you still need to find out? Include in actions (last page)	See above comments under Age.		

Race					
Positive impact		Negative impact		Unequal impact	

Please evidence the data and information you used to support this assessment	<p>No differential impact.</p> <p>The discrimination provisions of the legislation to which this policy relates are concerned specifically with prospective tenants with children or who receive income from state benefits. Other forms of discrimination are not addressed by the Act.</p>		
What opportunities are there to promote equality and inclusion?	N/A	What do you still need to find out? Include in actions (last page)	N/A

Religion or Belief					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	<p>No differential impact.</p> <p>The discrimination provisions of the legislation to which this policy relates are concerned specifically with prospective tenants with children or who receive income from state benefits. Other forms of discrimination are not addressed by the Act.</p>				
What opportunities are there to promote equality and inclusion?	N/A	What do you still need to find out? Include in actions (last page)	N/A		
Sex					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	<p>No differential impact.</p> <p>The discrimination provisions of the legislation to which this policy relates are concerned specifically with prospective tenants with children or who receive income from state benefits. Other forms of discrimination are not addressed by the Act.</p>				

What opportunities are there to promote equality and inclusion?	N/A	What do you still need to find out? Include in actions (last page)	N/A
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Sexual Orientation e.g., straight, lesbian / gay, bisexual					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	<p>No differential impact.</p> <p>The discrimination provisions of the legislation to which this policy relates are concerned specifically with prospective tenants with children or who receive income from state benefits. Other forms of discrimination are not addressed by the Act.</p> <p>Property owners' preferred pronouns, where this known, will be honoured during all communication.</p>				
What opportunities are there to promote equality and inclusion?	N/A		What do you still need to find out? Include in actions (last page)	N/A	

Socio-economic¹					
e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	<p>The legislation to which the policy relates includes provisions prohibiting the discrimination by private rented sector landlords against prospective tenants who receive income from benefits. The policy is therefore expected to have an overall positive impact for low-income tenants (or prospective tenants) within the private rented sector.</p> <p>In addition, the legislation to which the policy relates makes substantial changes to the existing law affecting private rented sector tenancies. This includes making most tenancies Assured Tenancies (with effect from 1st May 2026), which provides</p>				
	✓				

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.

	increased security of tenure. Landlords can no longer evict tenants without a reason and there are limitations on what grounds for eviction can be used. This is expected to have an overall positive impact in terms of the prevention of homelessness among existing private rented sector tenants.		
What opportunities are there to promote equality and inclusion?	See above under Age.	What do you still need to find out? Include in actions (last page)	See above under Age.

Additional Considerations				
Please outline any other 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	Those using the services to which this policy relates may not speak English as their first language and may require additional language support services. While the Council is not obliged to translate written communications including statutory notices into other languages, options to facilitate communication in such cases will be considered. This may include the use of the Language Line service to provide an interpreter. Depending on the circumstances, it may also involve officers facilitating meetings with an interpreter present. Where there is sufficient justification for using translation services for written communications in a particular case, this option may also be considered.			
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	

Consultation Findings

Document any feedback gained from the following groups of people:

Staff?	N/A	Residents?	N/A
Voluntary & community sector?	N/A	Partners?	N/A
Other stakeholders?	N/A		

Overall Conclusion & Future Activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :		
<p>1. No inequality, inclusion issues or opportunities to further improve have been identified</p>		<p>The policy aims to result in a consistent and transparent approach to the enforcement of the Renters' Rights Act 2025. This approach will apply equally to private rented sector landlords, rental businesses and other persons acting on a landlord's behalf in the course of such a business. Having a clear, consistent and transparent approach to regulation is beneficial to landlords and others in the sector. It helps to ensure confidence that the approach that the Council will take will be fair and applied on an equal and impartial basis to those with duties as landlords under the legislation.</p> <p>As set out above, the strengthened rights and protections for tenants within the private rented sector is expected to have an overall positive effect for those in disadvantaged groups or with certain protected characteristics.</p>
<p>Negative / unequal impact, barriers to inclusion or improvement opportunities identified</p>	<p>2a. Adjustments made</p>	<p>N/A</p>
	<p>2b. Continue as planned</p>	<p>N/A</p>
	<p>2c. Stop and remove</p>	<p>N/A</p>

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?
N/A				