



Tenancy Strategy

Equality Impact Assessment (EqIA) Form

2026-2031

Date created	February 2026
Approved by	Executive/SLT
Owner	Sarah Pateman
Version	X
Author	Chloe Goodchild Quality Assurance Manager
Business Unit and Team	Community Advice and Support

Please [click this link](#) to find the EqIA guidance toolkit for support in completing the following form.

For translations, braille or large print versions of this document please email
equalities@stevenage.gov.uk.

First things first:

Does this policy, project, service, or other decision need an EqlA?

Title:	Tenancy Strategy	
Please answer Yes or No to the following questions:		
Does it affect staff, service users or the wider community?	Yes	
Has it been identified as being important to particular groups of people?	No	
Does it or could it potentially affect different groups of people differently (unequal)?	Yes	
Does it relate to an area where there are known inequalities or exclusion issues?	No	
Will it have an impact on how other organisations operate?	Yes	
Is there potential for it to cause controversy or affect the council's reputation as a public service provider?	Yes	

Where a positive impact is likely, will this help to:	
Remove discrimination and harassment?	Yes
Promote equal opportunities?	Yes
Encourage good relations?	Yes

If you answered 'Yes' to one or more of the above questions you should carry out an EqlA.

Or if you answered 'No' to all of the questions and decide that your activity doesn't need an EqlA you must explain below why it has no relevance to equality and diversity.

You should reference the information you used to support your decision below and seek approval from your Assistant Director before confirming this by sending this page to equalities@stevenage.gov.uk.

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I determine that no EqlA is needed to inform the decision on the .

Name of assessor:

Decision approved by:

Role:

Role: Director Housing & Neighbourhoods

Date:

Date:

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?		Tenancy Policy			
Lead Assessor	Sarah Pateman			Assessment team	Community Advice and Support
Start date	2026	End date	2031		
When will the EqlA be reviewed? (Typically every 2 years)		February 2028			

Who may be affected by the proposed project?	The main people impacted by the Tenancy Strategy would be tenants of Registered Providers of Social Housing including the council. The route to a council tenancy or a home provided by another Registered Provider is predominantly via the Council's Choice Based Lettings system which provides a single database of applicants seeking social housing in Stevenage.
What are the key aims of the proposed project?	The Council's existing tenancy strategy was implemented in 2012 and is now considerably out of date and no longer reflects that current legislative and regulatory framework affecting social housing.

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	Remove discrimination & harassment	SBC is a third party reporting centre for hate crime / discrimination and actively encouraging	Promote equal opportunities	The service priorities aim to promote equalities through partnership working to ensure that all Stevenage	Encourage good relations

		more organisations to sign up as third party reporting centres to reach the wider community.		resident have equal opportunity access services.	
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What sources of data / information are you using to inform your assessment?	SBC Corporate Plan SBC Housing Strategy SBC HRA business plan SBC HRA asses management plan SBC Homelessness and Rough Sleeper Strategy SBC Allocations Policy
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In assessing the potential impact on people, are there any overall comments that you would like to make?	As a Local Authority we need to monitor and assess the impact of the Strategy to ensure that all our practices are guided by the principles of the Equality Act 2010, ensuring our housing services are inclusive and unbiased for all.
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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	YES	Negative impact	None	Unequal impact	None

Please evidence the data and information you used to support this assessment	The preference for lifetime tenancies will benefit tenants and potential tenants of all ages, offering security and stability. The Tenancy Strategy will positively support older people, as it will encourage landlords to have robust support systems in place to ensure that residents can stay in their home for as long as it remains suitable for them to do so. For those who need changes, such as downsizing, they will be supported by their landlord to make informed choices.		
What opportunities are there to promote equality and inclusion?	Continue to assess suitability for all applicants and offer Independent Living Schemes to tenants where possible.	What do you still need to find out? Include in actions (last page)	

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	YES	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The preference for lifetime tenancies will benefit tenants and potential tenants with disabilities by providing stability and security of tenure. The change will also benefit those with mental impairments, ensuring their mental health is not adversely affected by the stress and anxiety of moving and that they can access support services they require without interruption.				
What opportunities are there to promote equality and inclusion?	Continue to assess the needs for all applicants and work with partnership services to offer suitable properties.	What do you still need to find out? Include in actions (last page)			

Gender Reassignment					
Positive impact	None	Negative impact	None	Unequal impact	None

Please evidence the data and information you used to support this assessment	The strategy is for all residents of Stevenage, irrespective of gender reassignment. There is no evidence that shows that a particular demographic is disproportionately represented or effected by this strategy.		
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Marriage or Civil Partnership					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	This strategy is for all tenants, whether married, single or in a civil partnership. There is no evidence that shows that any of these demographics are disproportionately represented or effected by this strategy.				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Pregnancy & Maternity					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	This strategy will be for all those living within Stevenage, including those experiencing pregnancy/maternity. There is no evidence that shows that this group is disproportionately represented or effected by this strategy.				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Race					
Positive impact	None	Positive impact	None	Positive impact	None
Please evidence the data and information you used to support this assessment	This strategy will be for all those living within Stevenage, Including ethnic minority groups. There is no evidence that shows that a particular demographic is disproportionately represented or effected by this strategy.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Religion or Belief					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The strategy is for all within Stevenage irrespective of religion or beliefs. There is no evidence that shows that a particular demographic is disproportionately represented or effected by this strategy.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Sex					
Positive impact	None	Negative impact	None	Unequal impact	None

Please evidence the data and information you used to support this assessment	The strategy is for all residents of Stevenage. There is no evidence that shows that a particular sex is disproportionately represented or effected by this strategy.			
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	

Sexual Orientation e.g., straight, lesbian / gay, bisexual					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The strategy is for all residents of Stevenage irrespective of sexual orientation There is no evidence that shows that a particular demographic is disproportionately represented or effected by this strategy.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Socio-economic ¹ e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact	None	Negative impact	None	Unequal impact	None

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.

Please evidence the data and information you used to support this assessment	The strategy is for all residents of Stevenage irrespective of socio-economic backgrounds. However, we do recognise that individuals with lower socio-economic resources are further impacted by rent prices.		
What opportunities are there to promote equality and inclusion?	Continue to support all tenants with Tenancy Sustainment support as well as Debt & Welfare Advice and assist with applications for any unclaimed benefits as well as discretionary housing payments.	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?	Staff reported that working with partners is the key to problem solving and providing support to residents.	Residents?	Update once consultation is complete
Voluntary & community sector?	Voluntary Sectors agree that in order to make a difference it is essential that we work co-operatively, and information is shared regularly.	Partners?	Update once consultation with RP's is complete
Other stakeholders?			

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		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	x
	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 Director / Strategic Director: Kerry Clifford

Date:

Please send this EqlA to equalities@stevenage.gov.uk for critical friend feedback and for final submittance with the associated project.