

APPENDIX B

Equality Impact Assessment

Report title	Tenancy Strategy
Completed by	Vikki Cherry, Housing Transformation Manager
Approved by	Jason King – Assistant Director – Housing
Date	22/8/24

The following statements will help you decide whether an EIA is necessary:	Tick all that apply
Does it affect customers, colleagues or the wider community, and therefore potentially have an effect in terms of equality (for example, removing a service, workforce restructure, employment practices)	<input checked="" type="checkbox"/>
Could it result in a decision being made that would significantly affect how functions and services are delivered (for example, reducing a service or introducing a charge for a service)	
Does it relate to a service that previous engagement has identified as being important to people	
Does it, or could it in the future, affect different groups of people differently	<input checked="" type="checkbox"/>
Does it relate to a policy or service where there is significant potential for reducing inequalities or improving outcomes	<input checked="" type="checkbox"/>
Have there been, or are there likely to be, any public concerns about the policy or proposal	
Does it have an effect on how other organisations operate in terms of equality (i.e. commissioned services)	

Section 3 Equality impacts

<p>Briefly explain what the policy/service/project aims to achieve</p>	<p>The Localism Act 2011 places an obligation on each local authority to have a tenancy strategy. It sets out our expectations of registered providers in the districts and provides guidance on our preferred approach to tenure and affordability.</p> <p>This strategy will help to maintain stable and sustainable communities, make better use of existing social housing stock, and ensure that specialist accommodation can be made available to households most in need.</p>
<p>Have you undertaken consultation or involved people who are most likely to be affected or interested?</p> <p>Please include data or community feedback, gaps in data, and how you intend to fill these gaps (where possible)</p>	<p>The following have been consulted:</p> <ul style="list-style-type: none"> • Portfolio Holder for Strategic and Operational Housing • Assistant Director – Strategic Growth and Development • Assistant Director – Housing • Assistant Director – Wellbeing and Community Leadership • Head of Delivery • Homelessness Reduction Manager • Housing Services Manager • Housing Strategy and Enabling Officer. <p>The purpose of the tenancy strategy is to provide guidance and levels of expectations to Registered Providers in our district. Policy Development Panel is requested to consider the policy prior to consulting with Registered Providers. Consultation will then be carried out with the following Registered Providers:</p> <ul style="list-style-type: none"> • South Holland Homes • Longhurst Group • Platform Housing Group • Accent Housing • CKH - Cross Keys Homes • Hastoe Housing Association • LHP- Lincolnshire Housing Partnership • Lincolnshire Rural Housing Association • Muir Group Housing Association • Sage Homes

	<ul style="list-style-type: none"> • Pinnacle Group.
Is there any evidence or research that demonstrates why some individuals or groups are, or are not, affected	No.
What impacts are there for each of the following characteristics	
Characteristics	Positive and negative impact
Gender	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone based on their gender, they will receive the same level of service regardless of their gender.
Age	<p>Positive:</p> <ul style="list-style-type: none"> • The Strategy includes reference to letting of homes with disabled aids and adaptations, ensuring they are let to people in need, and support is provided to assist people to move out of properties with adaptations when they no longer need them. • The Strategy makes reference to the deterrence in using fixed term tenancies. Where landlords choose to issue fixed term tenancies, additional steps are required to be completed for vulnerable households (as per the Tenancy Standard.) <p>Negative: There are no adverse effects for this group.</p>
Disability	<p>Positive:</p> <ul style="list-style-type: none"> • The Strategy includes reference to letting of homes with disabled aids and adaptations, ensuring they are let to people in need, and support is provided to assist people to move out of properties with adaptations when they no longer need them. • The Strategy makes reference to the deterrence in using fixed term tenancies. Where landlords

	<p>choose to issue fixed term tenancies, additional steps are required to be completed for vulnerable households (as per the Tenancy Standard.)</p> <p>Negative: There are no adverse effects for this group.</p>
Race	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone based on their race, they will receive the same level of service regardless of their race.
Religion or belief	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone based on their religion or belief, they will receive the same level of service regardless of their religion. Note that we do not collate information on religion.
Sexual orientation	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone based on their sexual orientation, they will receive the same level of service regardless of their sexual orientation.
Gender reassignment	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone having had gender reassignment, they will receive the same level of service regardless of their Gender reassignment.
Pregnancy, maternity and paternity	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone based on pregnancy, maternity and paternity matters, they will receive the same level of service.
Marriage and civil partnership	No differential impact anticipated. The Strategy does not discriminate or disadvantage anyone based on their marital status, they will receive the same level of service regardless of their marital status.
Rural isolation	No differential impact anticipated to those living in rurally isolated areas.
Socio-economic factors	<p>Positive: Access to social housing is subject to a means test.</p> <p>Negative: Fixed term tenancies involve a review which can include changes to the household income. This is acceptable as per the Localism Act.</p> <p>Mitigation: The Strategy sets out that the Council does not support these tenancies. Registered Providers are required to have regard to the Council's Tenancy Strategy when developing their own Tenancy Policies.</p>

<p>Other <i>(for example, those with dependents/caring responsibilities, asylum seeker and refugee communities, children in the care system, etc)</i></p>	<p>The strategy makes reference to positive impact to victims of domestic abuse. This is a legal requirement.</p>
<p>Overall, if there is a potential adverse impact after the mitigation, please state why and whether this is justifiable.</p>	<p>N/A.</p>
<p>How will you monitor this to ensure there is no adverse effect in the future?</p>	<p>Monitored as part of each review of the Strategy.</p>
<p>Outcome of EIA:</p>	<p>Registered Providers are required to have regard to the Council's Tenancy Strategy when developing their own Tenancy Policies. Many Registered Providers operate regionally and / or nationally and can be impacted upon by more than one Council's Tenancy Strategy. Each Registered Provider when developing their own policies will need to undertake their own equality impact of any proposed changes to their tenancy policy including consultation with affected groups.</p> <p>All Registered Providers are subject to the requirements of the Regulatory Framework which is overseen by the Regulator for Social Housing Regulatory standards - GOV.UK (www.gov.uk).</p> <p>The continuation of the Strategy is recommended.</p>