

Equality Impact Assessment

Title of the policy/report /strategy/service	Tenancy Strategy
Date	Ongoing
Lead Officer	Stephen Pointer, Policy Manager
Who else is involved in undertaking this assessment?	Ann Ball, Housing Needs Manager; Jim Wheeler, Housing Officer

Step 1 – Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
The purpose of this Tenancy Strategy is to provide guidance for Registered Providers who own social housing in Harborough District, about the approach that the Council wishes to see them take in framing their own tenancy policies, including local guidance on the use of the 'affordable rent' tenure of affordable housing.
B. What specific groups is the policy designed to affect/impact?
Home seekers on the housing register and any tenant of a Registered Provider in Harborough District
C. Which groups have been consulted as part of the creation or review of the policy?
<ul style="list-style-type: none"> § Home seekers and tenants. Their priorities are security of tenure, stability and affordability in the long term. Some may welcome opportunities to move within and outside the social and affordable housing market. § Council priorities include meeting needs for social and affordable housing, achieving sustainable neighbourhoods and communities and making the best use of available resources in the area. § Registered providers and local authorities who are landlords aim to meet the need for social and affordable housing, to enable sustainable neighbourhoods and communities, and to manage sustainable, not-for-profit, businesses. § Other interested parties including health and social care, advice agencies etc. Their priorities include improved health and wellbeing, reducing inequalities and disadvantage and economic stability.

Step 2 – What we already know and where there are gaps

A. List any existing information/data you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation,
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disability, age, gender, transgender etc.

Data/information such as:

- § Consultation
- § Previous Equality Impact Assessments
- § Demographic information
- § Anecdotal and other evidence

The housing register. Full equalities monitoring data (is accessible through the Abris database used to manage and report on the housing register. This data can be cross referenced by specific household details and housing need information to profile equalities information.

Outcomes of consultation exercises as described in 1c above.

B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)

The profile of the housing register is similar to that of the general population of the District as a whole. It does not identify any specific concerns.

The information on diverse groups has helped in provide guidance on;

The minimum length of tenancy recommended for certain household groups

Expectations about issues that Registered Providers should consider in their tenancy policy such as health and wellbeing of older people, in order to minimise adverse effects

Identify the actions needed to manage adverse impacts such as appropriate information and advice services.

Review information and data held on existing tenants; those who are successful in attaining affordable housing, to assist in reviewing the equalities implications of affordable housing allocations; including fixed term tenancies and affordable rent.

Step 3 – Do we need to seek the views of others? If so, who?

A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Consultation will include a specific request for comments on any equality impacts of the draft Tenancy Strategy and whether it could be adapted to promote equality. The consultation will include;

The local community, particularly those with an interest in affordable housing, including those on our housing register

All registered providers of affordable housing within the Borough as well as the Homes and Communities Agency

Other partner organisations, including those whose clients are likely to require access to affordable housing.

Step 4 – Assessing the impacts

	In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)
A. Age	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
B. Disability (physical, visual, hearing, learning disabilities, mental health)	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
C. Gender / Sex	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
D. Religious Belief	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
E. Racial Group	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
F. Sexual Orientation	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
G. Transgender	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
H. Other protected	Subject to results of consultation including feedback from Housing

groups (pregnancy & maternity, marriage & civil partnership)	Partnership Forum on 22 nd November 2012
I. Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012
J. All	Subject to results of consultation including feedback from Housing Partnership Forum on 22 nd November 2012

Step 5 – Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Question Number (Ref)	Action	Responsible Officer	Target Date
	Comment on registered providers individual tenancy and affordable rent policies and equality impact assessments in order to minimise adverse impact.	Housing Needs Manager	When policies are published or reviewed
	<p>Monitoring following outcomes:</p> <ul style="list-style-type: none"> § Numbers of relets converted from Social Rent to Affordable Rent, including sizes, types and location of homes. § Analysis of new homes according to size, location, and tenancy type § Affordable Rent levels compared to social rent. § Priority categories of successful home seekers and through the Leicestershire CBL Scheme § Fixed term tenancies as a percentage of all social rent and affordable tenancies allocated in Harborough District § Analysis of fixed term tenancies according to size/type of household and length of tenancy § Percentage of fixed term tenancies not renewed and the reasons why § Impact of welfare reform including the number of new tenants receiving support 	Housing Needs Manager	Annually

	with housing costs through Housing Benefit/Universal Credit; increase/decrease in rent arrears; homelessness arising from tenancy failures and repossessions		

Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	√	Publication on the Harborough District Council website as part of public consultation(www.harborough.gov.uk)
Service users	√	Publication on the Harborough District Council website as part of public consultation(www.harborough.gov.uk) Link from Leicestershire CBL website
Partners and stakeholders	√	Publication on the Harborough District Council website as part of public consultation(www.harborough.gov.uk) Circulation to Registered Providers and other partners
Others	√	Publication on the Harborough District Council website as part of public consultation(www.harborough.gov.uk)
To ensure ease of access, what other communication needs/concerns are there?		No concerns

Step 7 – Conclusion (to be completed and signed by the Service head)

Please delete as appropriate
I agree / disagree with this assessment / action plan
If disagree, state action/s required, reasons and details of who is to carry them out with timescales:

Signed (Service Head):
Date:

Please send completed & signed assessment to the Equality and Diversity officer.

DRAFT