

## CEB 5 December 2012 – Tenancy Strategy and Policy

### Equality Impact Assessment

1. Which group (s) of people has been identified as being disadvantaged by your proposals? What are the equality impacts?

There are no groups who will be disadvantaged due to adoption of policies to offer secure tenancies in council properties and to promote lifetime tenancies in social rented sector generally. The use of Affordable Rent Tenancies could negatively impact on people with low and middle incomes as rent levels would be higher than those offered under current rent policies. However, the use of Affordable Rent Tenancies is capped at the lower of Local Housing Allowance or 30% of average wages to avoid a negative impact on potential tenants, unless qualified by HCA grant conditions.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?

Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan

The use of Flexible Tenancies for any client group has been subject to consultation. The majority of respondents support the decision to continue existing policy on secure tenancies. The Tenancy Strategy recommends that Affordable Rent will be used only where there is a contractual obligation to do so (HCA funding).

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them

The Council has consulted with partners, stakeholders and the public including:

- Registered Providers
- Council tenants
- General public via e consult

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments

No adverse impacts noted

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place

Monitor and review will be undertaken as part of Annual Reviews with Registered Providers including the Council as landlord. Ongoing monitoring including lettings and trends will be monitored at ORAH meetings with Registered Providers
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Lead officer responsible for signing off the EqIA: Sheila Farley  
Role: Housing Strategy & Enabling Manager  
Date: November 2012