

**City Executive Board 12th September Tenancy Strategy and Policy
Appendix C**

Initial Equality Impact Assessment: Tenancy Strategy and Policy

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

As this report commends a consultation draft which proposes to continue the use of Secure Tenancies for social tenants, there are no groups who will be disadvantaged at this stage.
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 is subject to consultation and consultees will be invited to comment on the equality considerations raised by the draft Tenancy Strategy

The draft 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 is required to consult with Registered Providers and any other body identified by Secretary of State.
The Council will publicise the scheme and invite consultation responses from partners, stakeholders and the public including:

- Registered Providers
- Tenant Groups – Council housing
- Individual Council tenants

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

The potential adverse impacts of Affordable Rents are mitigated by capping the rents to LHA levels or 30% of average household income – whichever is the lower.

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. Lettings and trends will be monitored at ORAH meetings with Registered Providers

Lead officer responsible for signing off the EqIA: Sheila Farley
Role: Housing Strategy & Enabling Manager
Date: July 2012