

Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
 - b. **identify ways to advance equality of opportunity,**
 - c. **foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
 3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
 4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

1. Age	6. Race & Ethnicity
2. Disability	7. Religion or Belief
3. Gender Reassignment	8. Sex
4. Marriage & Civil Partnership	9. Sexual Orientation
5. Pregnancy & Maternity	NEW- Socio-economic inequalities (voluntary adoption)
	NEW- Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.

7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

Section 1: General overview of the activity under consideration

1.	Name of activity being assessed.	Updated Tenancy Strategy and Tenancy Policy		2.	The implementation date of the activity under consideration:	10 December 2025
3.	Directorate/Department(s):	City and Citizens Service		4.	Service Area(s):	Housing Services
5.	Who is (are) the assessment lead(s):	Stephen Cohen, Refugee and Resettlement Manager scohen@oxford.gov.uk		6.	Contact details, in case there are queries:	Stephen Cohen, Refugee and Resettlement Manager scohen@oxford.gov.uk
7.	Is this a new or ongoing EqlA?	New	X	8.	If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.	
9.	Date this EqlA started:	22 October 2025				
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which will be published online?	Director of Housing		11.	Give a date (tentative or otherwise) when this assessment will be taken to the CMT.	n/a

Section 2: About the activity, change, or policy that is being assessed.

12.	Type of activity being considered:	<input type="checkbox"/>	<input type="checkbox"/> Decommissioning	<input type="checkbox"/> Commissioning	<input type="checkbox"/>
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		<input checked="" type="checkbox"/> Others. Please specify: Update Strategy and Policy				
13.	Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil?	<input checked="" type="checkbox"/> Good, affordable homes	<input type="checkbox"/> Strong, fair economy	<input checked="" type="checkbox"/> Thriving Communities	<input type="checkbox"/> Zero Carbon Oxford	<input type="checkbox"/> Well run council
14.	Which priority area(s) within <u>Oxford City Council's Equality, Diversity & Inclusion Strategy (2022)</u> does this activity fulfil?	<input checked="" type="checkbox"/> Responsive services and customer care.	<input type="checkbox"/> Diverse and engaged workforce.	<input type="checkbox"/> Leadership & organisational commitment.	<input checked="" type="checkbox"/> Understanding and working with our communities.	
15.	Outline the aims, objectives, & priorities of the activity being considered.	<p>The Tenancy Strategy is for Registered Providers to have regard to and sets out the Council's expectations in this area to be taken into account. It must be published and prepared by the local housing authority (Localism Act 2011, s.150(1))</p> <p>The Tenancy Policy is for OCC tenants/future tenants applying for housing and sets the Council policy as a social landlord in this area for new and existing tenants, in alignment with the tenancy strategy.</p> <p>A local housing authority must keep its tenancy strategy under review, and may modify or replace it from time to time. (Localism Act 2011, s.150 (5) The Council's Tenancy Strategy (2018-2023) is required to be updated in line with updated legislation and regulations.</p>				

16. Please outline the consequences of not implementing this activity.	<p>The consequence of not implementing the updated Tenancy Strategy and Tenancy Policy is that the Council would be at risk of being non-compliant with legislative requirements under key legislation such as the Social Housing Regulations Act and Consumer Standards. An up to date Tenancy Strategy is essential to be able to confirm expectations of registered providers who play a vital role within Oxford of developing, letting and managing social housing properties.</p>
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Section 3: Understanding service users, residents, staff and any other impacted parties.

17. Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?	<p>The Council ran a public consultation from Monday 29 September 2025 to Sunday 26 October 2025 which included the draft Tenancy Strategy and Tenancy Policy alongside a set of questions which focused on gaining insight into the views of registered providers and residents key areas of the strategy including security of tenure, rental type, homelessness, tenancy sustainment, neighbourhoods and communities.</p> <p>To increase engagement the Council created an online public consultation portal and offered hard copies of the consultation questions to be collected from Oxford Town Hall. Officers wrote directly to all registered providers of social housing in Oxford who are part of the Oxford Register for Affordable Housing (ORAH) partnership.</p> <p>The Council's communication team supported resident engagement by issuing a press release which can be found here and featured in local media outlets article publications. The Council promoted to Oxford city Council tenants in the 'tenant in touch' newsletter and engaged Oxford City Councillors through the regular members newsletter. Officers also promoted the consultation on the Council's housing register online portal where residents who are on the housing register can bid for new social housing properties in Oxford.</p> <p>Officers also engaged Oxford City Council tenants working in partnership with the Council's Resident Involvement Team to organise 2 focus groups online. Officers presented a summary of the draft documents and took questions and received feedback. As a result of the tenant feedback the Council amended the consultation questions to make a section clearer. Officers have also amended the final documents to include clear reference points as a result of tenant feedback</p>
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18. List information and data used to understand who your residents or staff are and how they will be impacted.

As part of the development of the strategy Officers have utilised a number of data sources including existing Council strategies such as the existing Tenancy Strategy and Tenancy Policy, Housing, Homelessness and Rough Sleeping Strategy 2023-2028 and the Allocations Scheme alongside key legislation including (but not limited to) the Localism Act 2011, Housing Act 1996 (as amended) incorporating the Homelessness Reduction Act 2017.

Other data sources including statutory homelessness statistics, internal data bases, Census data, data from the Office for National Statistics, research and national policies to compile and then analyse the information.

A consultation has also been completed to engage with Registered Providers of Social Housing, Tenants and other Residents on the proposed Tenancy Strategy and Policy.

The Council ran a public consultation from Monday 29 September 2025 to Sunday 26 October 2025 which included the draft Tenancy Strategy and Tenancy Policy alongside a set of questions which focused on gaining insight into the views of registered providers and residents in key areas of the strategy including security of tenure, rental type, tenancy sustainment, etc..

Officers wrote to all registered providers of social housing in Oxford who are participating in the Oxford Register for Affordable Housing (ORAH) partnership. The Council promoted the consultation to all city residents via social media and local press, and specifically to Council tenants in the 'tenants in touch' newsletter and engaged Oxford City Councillors through the regular members newsletter. Officers also promoted the consultation to housing applicants on the Oxford Register for Affordable Housing via the Council's Choice-Based Lettings website used to advertise and let social housing to new and existing tenants.

Officers also engaged directly with Council tenants through two on-line focus group sessions. Through this process a summary of the proposed changes were presented and the tenants were given the opportunity to discuss the proposals, raise any queries and suggest any changes or improvements. Tenants in this process were broadly supportive of the Council's proposed approach, including on the issuing of lifetime secure tenancies and seeking to offer social rent whenever possible. Taking into account feedback from the tenants on suggested improvements Council Officers have amended the final documents to include clearer reference to other Policies, Strategies, Guidance and Legislation referenced within Tenancy Strategy and Tenancy Policy and the on-line consultation questionnaire was updated and made clearer.

Overall, the majority of all the respondents strongly agreed or agreed with all the proposals within the Tenancy Strategy and Policy and found both straightforward to follow. Further feedback was also

		<p>received agreeing with the key aims of supporting tenants in their homes, regular visits to ensure homes were of a decent standard and keeping in contact with tenants to better understand their needs around health and to help older tenants to move to smaller more suitable homes if required. Dealing with ASB was also agreed as a priority and keeping the Tenancy Strategy and Policy under review to ensure they are kept up to date with any changes in legislation.</p> <p>This supports the recommendation to Cabinet to approve the new strategy and policy.</p>
19.	If you have not done any consultations or collected data & information, are you planning to do so in the future?	n/a

Section 4: Impact analysis.

20.	Who does the activity impact?	Service Users	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Members of staff	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		General public	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Partner / Community Organisation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		City Councillors	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>

		Council suppliers and contractors	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
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21.	Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?					
Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/information/evidence supporting your assessment	Analysis & insight Mitigations
Age 108	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for older people as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people with a disability as it promotes issuing lifelong tenancies at a social rent (or affordable

						rent capped at LHA) which offers long term tenancy security.
Gender re-assignment	X	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people who have been through gender reassignment as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Marriage & Civil Partnership	X	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people regarding marriage and civil partnership as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Race, Ethnicity and/or Citizenship	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people of differing race, ethnicity and/or

					tenants) with the results outlined in this document.	citizenship as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Pregnancy & Maternity	X	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people who are pregnant as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Religion or Belief	X	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people who have different religions and beliefs as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Sex	X			<input type="checkbox"/>	The Council has consulted with registered providers of social	It is expected that this the Tenancy Strategy and Tenancy Policy will

					housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	have a net benefit for people who have different sexes and beliefs as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Sexual Orientation 111	X	<input type="checkbox"/>		<input checked="" type="checkbox"/> www.oxford.gov.uk OXFORD CITY COUNCIL	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people who have different sexual orientation and beliefs as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.

Socio-economic inequalities such as: - income and factors that impact income. -access to jobs This was voluntarily adopted by Oxford City Council on the 13th of March 2024.	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people who have different socio-economic backgrounds as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.
Other (voluntary consideration) Sanctuary seeking status leading to Sanctuary seeking status leading to intersecting inequalities experienced by	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	The Council has consulted with registered providers of social housing and all residents of Oxford (including tenants and prospective tenants) with the results outlined in this document.	It is expected that this the Tenancy Strategy and Tenancy Policy will have a net benefit for people for people seeking sanctuary as it promotes issuing lifelong tenancies at a social rent (or affordable rent capped at LHA) which offers long term tenancy security.

Section 5: Conclusion(s) of your Full Impact Assessment

22.	Conclusions.						
	<input type="checkbox"/>	Stop and reconsider the activity.	<input type="checkbox"/>	Adjust activity before beginning the activity and continue to monitor.	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with activity but continue to monitor.	<input type="checkbox"/>

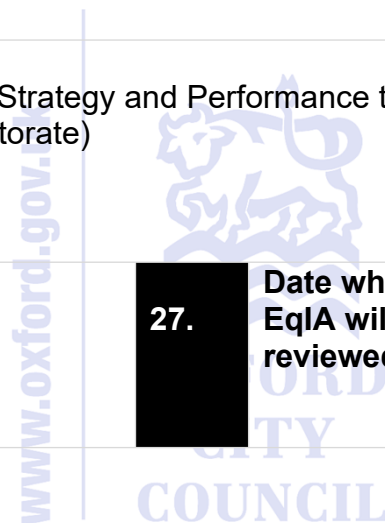
23.	Please explain how you have reached your conclusions above.	<p>Benefits of Implementation: Provides a framework for registered providers of social housing to promote long term secure and affordable tenancies for all social housing tenants.</p> <p>Promotes Equity: Ensures everyone has equal opportunities.</p> <p>Enhances Diversity: Ensures that people from different backgrounds have a secure home that is affordable and promotes co-ordination between the Council and local registered providers to promote better quality homes, neighbourhoods and communities.</p> <p>Improves Representation: Ensures understands how registered providers will manage social housing tenancies to improve access and representations for all residents.</p>

Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA.

These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

24.	Who or which team or service area will be responsible for monitoring equalities impact?	The Housing Strategy and Performance team within Housing Services (City & Citizens directorate) will be responsible for monitoring equalities impact through the course of the strategy lifetime in line with the monitoring and review requirements as set out in the documents.		
25.	Who (individual, team, or service area) will be responsible for carrying out the EqlA review?	The Housing Strategy and Performance team within Housing Services (City & Citizens directorate)		
26.	How often will the equality impact be reviewed for this activity?	Yearly	27. Date when the EqlA will be reviewed again.	December 2026



Section 7: Sign-off

Name: Stephen Cohen


Name:

Name: Full Name

Job Title: Refugee and Resettlement Manager

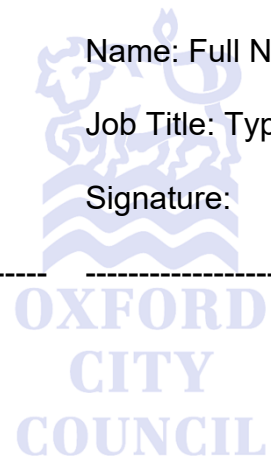
Job Title:

Job Title: Type here

Signature: 	Signature:	Signature:
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Name: Gail Malkin	Name: Full Name	Name: Full Name
Job Title: Head of People	Job Title: Type here	Job Title: Type here
Signature: G Malkin	Signature:	Signature:
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Name: Full Name	Name: Full Name	Name: Full Name
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You have now reached the end of the assessment.

⚠ Please appended this to any reports and project files for reference.

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