



**South Kesteven District Council**

**Equality Analysis  
(Stage 1)**

**Tenancy Strategy**

<b>Service Area:</b>	<b>Lead officer:</b>	<b>Date of Analysis</b>						
<b>Housing</b>	<b>Assessors:</b>							
	<b>Neutral Assessor:</b>							
<p><b>1. Name and description of policy/service/function/strategy :</b></p> <p>Tenancy Strategy</p> <p>The purpose of a Tenancy Strategy, required by the Localism Act 2011, is for the strategic housing authority (SKDC in this case) to set out how it wishes to see tenure, specifically the freedom to use 'flexible tenure, as a device used to help make the most effective use of the district's affordable housing stock; whether that stock is provided by the local authority or by Registered Providers</p> <p><b>Is this a new or existing policy?</b></p> <p>New</p>								
<p><b>2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.</b></p> <table border="1"> <thead> <tr> <th><b>Equality Group</b></th> <th><b>Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups?  Please state which for each group</b></th> <th><b>Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b></th> </tr> </thead> <tbody> <tr> <td><b>Age</b></td> <td><b>Neutral</b></td> <td>The strategy states that the Council considers that use of assured or secure tenancies may be appropriate when letting specialist accommodation suitable for vulnerable households. This may include supported accommodation for older people, and as a result some older vulnerable people may find they benefit from secure tenancies.  The strategy requires that the review of fixed term tenancies should take into account any</td> </tr> </tbody> </table>			<b>Equality Group</b>	<b>Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups?  Please state which for each group</b>	<b>Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why</b>	<b>Age</b>	<b>Neutral</b>	The strategy states that the Council considers that use of assured or secure tenancies may be appropriate when letting specialist accommodation suitable for vulnerable households. This may include supported accommodation for older people, and as a result some older vulnerable people may find they benefit from secure tenancies.  The strategy requires that the review of fixed term tenancies should take into account any
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		identified vulnerability, which may include age, young or old.
<b>Disability</b>	<b>On balance neutral, however may be positive for some individuals subject to landlord, property type and household circumstances.</b>	<p>The strategy states that the Council considers that use of assured or secure tenancies may be appropriate when letting specialist accommodation suitable for vulnerable households. This may include accommodation for disabled people, and as a result some disabled people may find they benefit from secure tenancies.</p> <p>The strategy requires that the review of fixed term tenancies should take into account any identified vulnerability. This may result in some disabled people not having their tenancies ended.</p> <p>The strategy also states that additional space requirements of households should be taken into account when considering housing need. This may result in disabled people not having their tenancies ended.</p>
<b>Race</b>	<b>Neutral</b>	<p>93% lettings are to White British, roughly reflecting the local population. Policy change to types of tenancy used and how these are reviewed offered is not considered to have an impact on minority groups.</p> <p>The strategy requires that the review of fixed term tenancies should take into account housing needs of the household; which will take into account extended family arrangements for example, where necessary.</p>
<b>Gender Reassignment</b>	<b>Neutral</b>	<p>The strategy focuses on housing needs which does not incorporate this in the assessment.</p> <p>CORE reports do not contain this data. The Tenant Census as the question but it is rarely provided by customers.</p>

<b>Religion or Belief</b>	<b>Neutral</b>	The strategy focuses on housing needs which does not incorporate this in the assessment. Tenant census tells us most people Christian or do not tell us.
<b>Sex</b>	<b>Neutral</b>	Lone parents, who most likely to be female- make up the largest group of new general needs tenants (28%). Females therefore there will be more affected by any changes to tenancy policies, not this strategy specifically.
<b>Sexual Orientation:</b>	<b>Neutral</b>	Strategy focuses on housing needs. Very limited data on CORE does not include this so do not know about new tenants.
<b>Pregnancy and Maternity</b>	<b>Neutral</b>	Minority of new tenants are pregnant (6%). The strategy focuses on housing needs Not about access but what tenancy types
<b>Marriage and Civil Partnership</b>	<b>Neutral</b>	Marriage or partnership status is not a consideration in the tenancy review. Households with more than one adult may benefit from dual incomes and so find themselves at risk of losing their tenancy upon review, if their combined income exceeds a threshold. However the strategy requires that the assessment is fair and takes reasonable account of affordability
<b>Carers</b>	<b>Neutral</b>	Housing needs and vulnerability as a whole are taken into account when reviewing tenancies so if a household included the carer and the person they care for, this would possibly influence any decision to renew a tenancy.

<p><b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b></p>		
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\*(IMD = Indices of multiple deprivation)

**3. What data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

**Feedback from Stakeholder Consultation Event- 5 December 2012:**

The feedback from stakeholders on the use and review of fixed term tenancies has directly informed this strategy.

The group strongly felt that a household who had gained employment, training or improved their financial wellbeing are a bonus for their local area, and should not be discouraged from progressing with the possible threat of losing their tenancy. However, a fair way of determining at what point a household can afford alternative housing would satisfy their concerns.

The group agreed that age should not necessarily determine the type of tenancy one gets (neither young nor old age) but that need and vulnerability should, together with the type of accommodation the household is moving into. For example, an older person moving into specialist supported housing, or a younger person with life debilitating illness should be given some security with a lifetime tenancy.

**Recommendations from Communities PDG- 12 December 2012**

Recommendations from the group was to support the use of fixed term tenancies where landlords felt it appropriate, and that where they are used, housing needs and vulnerability should be taken into account when reviewing tenancies, thus ensuring that the needs of minority groups and individuals are considered.

**Emerging feedback from survey Dec 2012**

We are conducting a random sample survey of tenants and housing register. A marginal majority of respondents are indicating support for use of fixed term tenancies.(54%). A majority of respondents consider that the housing needs should be taken into account when reviewing tenancies (74%) income (58%). Respondents also consider that older people and those going into specialist supported housing should be provided with security of tenure (95% and 91% respectively).

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

Not being monitored as no performance targets however can observe annual data on types of tenancies used using CORE data.

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please tick one of the options.

a. No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken

If you have ticked option (a) go to stage 3

b. Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.  Please complete the questions in the box below.

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

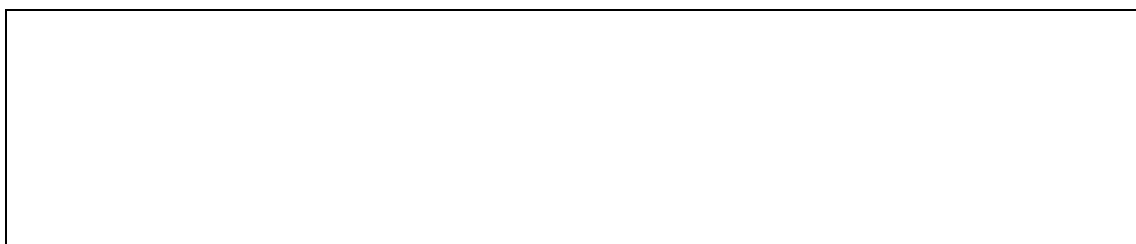
b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have ticked option b go to Stage 2

c. Adverse impact but continue  Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

If you have ticked option c please go to Stage 2

d. Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful discrimination



**Signed (Lead Officer):** May Read, Housing Options Team Leader

**Date completed:** 18.12.12