



South Kesteven District Council

Equality Analysis (Stage 1)

Tenancy Policy

Service Area: Housing Management	Lead officer: Jane Booth	Date of Meeting: 6th March 2013						
	Assessors: Jo Toomey							
	Neutral Assessor: Carol Drury							
<p>1. Name and description of policy/service/function/strategy :</p> <p>The Tenancy Policy sets out how the Council will use the range of options introduced by the Localism Act 2011 and outlines changes to regulatory standards that all social landlords are expected to meet. It gives clear guidance to customers and colleagues regarding the Council's approach to managing its housing stock.</p> <p>Is this a new or existing policy?</p> <p>New</p>								
<p>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.</p> <table border="1"> <thead> <tr> <th>Equality Group</th> <th>Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups? Please state which for each group</th> <th>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</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>Neutral impact due to age</td> <td>Tenancies are not granted based on protected characteristic however we do have a legal duty to offer tenancies to qualifying applicants aged over 16 years old. 16-18 years olds must hold the tenancy 'in trust' until they reach the age of 18.</td> </tr> </tbody> </table>			Equality Group	Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups? Please state which for each group	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	Age	Neutral impact due to age	Tenancies are not granted based on protected characteristic however we do have a legal duty to offer tenancies to qualifying applicants aged over 16 years old. 16-18 years olds must hold the tenancy 'in trust' until they reach the age of 18.
Equality Group	Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups? Please state which for each group	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						
Age	Neutral impact due to age	Tenancies are not granted based on protected characteristic however we do have a legal duty to offer tenancies to qualifying applicants aged over 16 years old. 16-18 years olds must hold the tenancy 'in trust' until they reach the age of 18.						

Disability	Potential for a negative impact	Tenancies are not granted based on protected characteristic however, the limit to the number of adapted properties we have, or those properties that would be suitable for adaptation could result in a delay for disabled applicants being offered a property. The disabled adaptation framework ensures that any requests for adaptations are dealt with as swiftly as possible. Every reasonable adjustment is made to minimise this negative impact.
Race	Neutral impact due to ethnicity, colour or nationality	Tenancies are not granted based on protected characteristics.
Gender Reassignment	Neutral impact due to gender reassignment	Tenancies are not granted based on protected characteristics.
Religion or Belief	Neutral impact due to any religion or belief	Tenancies are not granted based on protected characteristics.
Sex	Neutral impact due to a person's sex	Tenancies are not granted based on protected characteristics.
Sexual Orientation:	Neutral impact due to any sexual orientation	Tenancies are not granted based on protected characteristics.
Pregnancy and Maternity	Neutral impact relating to pregnancy and maternity	Tenancies are not granted based on protected characteristics.
Marriage and Civil Partnership	Neutral impact due to marriage or civil partnership	Tenancies are not granted based on protected characteristics. However, legislation specifically grants spouses and civil partners the rights to succession to a tenancy
Carers	Potential negative impact on carers	We do not propose to grant joint tenancies to applicants and their carers, unless that

		carer is their spouse or civil partner. Every reasonable adjustment is made to minimise this negative impact.
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)	Possibility of both positive and negative impact	<u>Negative</u> : the Council offers secure tenancies which, providing tenants do not breach any terms of their agreement, permits the tenants to live in the property until death. This does limit the availability of our housing stock. Every reasonable adjustment is made to minimise this negative impact. <u>Positive</u> : our Allocations Policy does allow for applicants from all communities (deprived, rural etc) to go on our housing register

*(IMD = Indices of multiple deprivation)

3. What equality 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)

This Policy aligns with the Council's Tenancy Strategy and Allocations Policy. As part of the Council's housing programme of work consultation has been undertaken with tenants, housing applicants, Community Focus Forum, Communities PDG, representatives from Housing Associations, Parish Councils and elected Members. Details of the results of this consultation are available on request.

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

No gaps.

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): Jane Booth, Service Manager, Housing Manager

Date completed: 6th March 2013

Signed (Neutral Assessor): Carol Drury
Date signed off: 6th March 2013