



South Kesteven District Council

Equality Analysis (Stage 1)

HRA – Rent Setting 2015/16

Service Area: Housing	Lead officer: Richard Wyles	Date of Meeting 17 February 2015
	Assessors: Amy Oliver	
	Neutral Assessor: Carol Drury	

Gender Reassignment	Negative	Any rent increase has the potential to impact on an individual however the requirement to review and increase charges for rent and other support charges is not determined by protected characteristic
Religion or Belief	Negative	Any rent increase has the potential to impact on an individual however the requirement to review and increase charges for rent and other support charges is not determined by protected characteristic
Sex	Negative	Any rent increase has the potential to impact on an individual however the requirement to review and increase charges for rent and other support charges is not determined by protected characteristic
Sexual Orientation	Negative	Any rent increase has the potential to impact on an individual however the requirement to review and increase charges for rent and other support charges is not determined by protected characteristic
Pregnancy and Maternity	Negative	Any rent increase has the potential to impact on an individual however the requirement to review and increase charges for rent and other support charges is not determined by protected characteristic
Marriage and Civil Partnership	Negative	Any rent increase has the potential to impact on an individual however the requirement to review and increase charges for rent and other support charges is not determined by protected characteristic

<p>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</p> <p>*(IMD = Indices of multiple deprivation)</p>	<p>Negative</p>	<p>Inevitably social housing is generally occupied by people who receive lower levels of income who will therefore be impacted by any level of rent increase unless their rent is fully covered by the level of housing benefit received.</p> <p>To help mitigate this potential impact advice and support is available through the housing services and other agencies to assist tenants sustain their tenancies.</p>
<p>General comments</p>	<p>The Council's policy is to keep in line with Government guidance on rent restructuring. The actual rent is calculated on a property by property basis.</p> <p>There is the potential for a negative impact on tenants regardless of specific protected characteristics because the increase relates to properties across the district regardless of who occupies them. This will inevitably result in the increased financial burden of some of our most vulnerable tenants when considered alongside other elements of welfare reform (spare room subsidy, universal credit) changes brought in by the localisation of council tax support.</p> <p>The impact of the welfare reform changes has been recognised by the Government and as a result the council receives additional funding through the Discretionary Housing Payments scheme to support the most vulnerable and to some degree mitigate the effects of any adverse impact. However it is recognised that this is only a temporary solution as the award of the payment is only for a limited period.</p> <p>Approximately 60% currently receive housing benefits therefore offsetting the impact of any rent increase. This means that approximately 40% of tenants who are responsible for meeting the costs of their rent will be required to manage this increase in charge. This percentage is further increased when taking into consideration the number of tenants not in receipt of full housing benefit.</p>	

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)

Consultation has been undertaken with tenants via the tenants' panel; no specific concerns were raised.

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

None identified

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check 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	<input type="checkbox"/>
<i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input checked="" type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

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 checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

The Council is required to invest in improving the condition of the stock in order to meet the national Decent Homes Standard. In addition as a social landlord the Council is required to provide the following services including ;

- responsive repairs
- tenancy sustainment
- estate management
- lettings advice; and
- tenant engagement

The HRA is required statutorily to be self-funding i.e. cannot be subsidised by general fund revenue.

The council has no other alternative but to proceed to set a balanced budget. This budget has been proposed taking into account all the implications as set out in this analysis.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

Richard Wyles
Corporate Finance Manager

Date completed:

17 February 2015

Signed (Neutral Assessor):
(Name and title)

Carol Drury
Community Engagement and Policy Development Officer

Date signed off:

17 February 2015