



South Kesteven District Council

Equality Analysis (Stage 1)

HRA – Rent Setting 2016/17

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| Service Area: Housing | Lead officer: Richard Wyles | Date of Meeting 4 February 2016 |
| | Assessors: Amy Oliver | |
| | Neutral Assessor: Elaine Claridge | |

1. Name and description of policy/service/function/strategy

HRA – Rent Setting 2016/17 set in line with Government Guidance. The Government directive will propose an increase in Supported Housing of CPI+1% and with all other dwellings a 1% decrease.

Is this a new or existing policy?

Annual

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.

| 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 | Positive – All Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Disability | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Race | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |

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|---------------------------------------|--------------------------------|--|
| Gender Reassignment | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Religion or Belief | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Sex | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Sexual Orientation | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Pregnancy and Maternity | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |
| Marriage and Civil Partnership | Positive – All other Dwellings | Any rent decrease has a positive impact on the individual however the requirement to review and decrease charges for rent is not determined by protected characteristic. |

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| <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>General comments</p> | <p>The Council is following Government guidance that is currently in draft through the Welfare Reform Bill. The actual rent is calculated on a property by property basis.</p> <p>There is a potential positive impact on those living in all other dwellings.</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 with regard the rental decrease.

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.

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| 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 | <input type="checkbox"/> |

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| | better promote equality. | |
| <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.

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| The Council is required to follow the requirements of the Governments Welfare Reform Bill once implemented. |
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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): Richard Wyles
(Name and title) Corporate Finance Manager

Date completed: 4 February 2016

Signed (Neutral Assessor): Elaine Claridge
(Name and title)

Date signed off: 4 February 2016