



# South Kesteven District Council

## Equality Impact (Initial Analysis)

## Tenancy Strategy

<b>Service Area:</b>	<b>Lead officer:</b> Harrinder Rai	<b>Date of Meeting</b>  12/06/19
	<b>Assessors:</b> Celia Bown	
	<b>Neutral Assessor:</b> Anita Eckersley	

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

Tenancy Strategy  
 This is to revise the existing tenancy strategy, dated 2013.

**Is this a new or existing policy? Existing**

**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>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>	Positive	<p>The tenancy strategy recognises that certain households who are on lower incomes (often young and elderly households) cannot afford market housing (to rent or buy) and need a secure and stable social housing home.</p> <p>The strategy recommends that if fixed term tenancies are given; that these are not used for households where there are elderly tenants as the insecurity of tenure can have a particular negative impact on elderly people.</p>
<b>Disability</b>	Potential for a positive impact	<p>The tenancy strategy recognises that for certain households eg. disabled people, the anxiety of whether or not a fixed term tenancy will be renewed and the moving of home (plus the practical difficulties for people with a physical disability) and this is why secure or assured tenancies are recommended to be offered rather than fixed term tenancies.</p>

<b>Race</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Gender Reassignment</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Religion or Belief</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Sex</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Sexual Orientation</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Pregnancy and Maternity</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Marriage and Civil Partnership</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Carers</b>	Neutral	This protected characteristic would not be a determinant in the implementation of this tenancy strategy.
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)	Potential for a positive impact.	The tenancy strategy recognises that certain households, other than those already mentioned eg. single parent households, who are often on lower incomes, cannot afford market housing (to rent or buy) and need a secure and stable social housing home.

<b>General comments</b>	
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**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)**

Demographic data; Census data; Peterborough Sub-Regional Strategic Housing Market Assessment, 2014 and the Peterborough Sub-Regional Strategic Housing Market Assessment Update, 2017 data; Valuation Office Agency data.
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**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

N/A at this time. Should any gaps arise out of the consultation, these will be considered.
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**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	✓
<b><i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		

d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>
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**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.**

***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):** Harrinder Rai  
*(Name and title)* Assistant Director - Housing

**Date completed:** 12/06/19

**Signed (Neutral Assessor):** Anita Eckersley  
*(Name and title)* Chairman and Member Services Officer

**Date signed off:** 12/06/19