



APPENDIX E

Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	HRA Budget and Rent Setting 2026/27
2. Summary of aims and objectives of the policy/funding activity/event	To set the Rent for 2026/27
3. Who is affected by the policy/funding activity/event?	Housing Tenants
4. Has there been any consultation with, or input from, customers/service users or other stakeholders?	Rent increase policy is set by government.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>With regards to rent setting the Council is following Government guidance. The actual rent is calculated on a property by property basis so it is not possible to provide a specific comment as each impact will vary on an individual basis.</p> <p>Increases will be mitigated for those tenants in receipt of Housing Benefit and Universal Credit but there is a potential for a negative impact for tenants on low incomes who are not eligible benefits. The Council will respond to any adverse impact by promotion of Discretionary Housing Payments and other benefit support.</p>

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy
Age	Yes	<p>Rent increases will have a negative impact on all tenants but the impact on those groups with a low income that do not qualify for support will be more greatly impacted.</p> <p>There is the potential for individuals below the age of 21 to be more greatly impacted due to the National Minimum Wage rate for this group of people.</p>	Rent increases will be mitigated for those tenants in receipt of Housing Benefit and Universal Credit but there is a potential for a negative impact for tenants on low incomes who are not eligible benefits. The Council will respond to any adverse impact by promotion of Discretionary Housing Payments and other benefit support.
Disability	Yes	Rent increases will have a negative impact on all tenants but the impact of individuals with this protected characteristic	Rent increases will be mitigated for those tenants in receipt of Housing Benefit and Universal Credit but there is a potential for a negative impact for tenants on



APPENDIX E

		could be greater if they are in receipt of benefit support.	low incomes who are not eligible benefits. The Council will respond to any adverse impact by promotion of Discretionary Housing Payments and other benefit support.
Gender Reassignment	No	Rent increases will have a negative impact on all tenants	
Marriage and Civil Partnership	No	Rent increases will have a negative impact on all tenants	
Pregnancy and Maternity	Yes	Rent increases will have a negative impact on all tenants but the impact on individuals with this protected characteristic could be greater as income is likely to be lower when on maternity leave.	Rent increases will be mitigated for those tenants in receipt of Housing Benefit and Universal Credit but there is a potential for a negative impact for tenants on low incomes who are not eligible benefits. The Council will respond to any adverse impact by promotion of Discretionary Housing Payments and other benefit support.
Race	No	Rent increases will have a negative impact on all tenants	
Religion or Belief	No	Rent increases will have a negative impact on all tenants	
Sex	No	Rent increases will have a negative impact on all tenants	
Sexual Orientation	No	Rent increases will have a negative impact on all tenants	
Other Factors requiring consideration			
Socio-Economic Impacts	Yes	The cost of living crisis is continuing to have an impact on tenants so increases in rent will add further financial pressure to households.	Rent increases will be mitigated for those tenants in receipt of Housing Benefit and Universal Credit but there is a potential for a negative impact for tenants on low incomes who are not eligible benefits. The Council will respond to any adverse impact by promotion of Discretionary Housing Payments and other benefit support.
Carers	Yes	Carers could be more greatly impacted by Rent increases than those who	Rent increases will be mitigated for those tenants in receipt of Housing Benefit and Universal



APPENDIX E

		do not have a caring responsibility due to the potential impact this responsibility could have on their ability to work.	Credit but there is a potential for a negative impact for tenants on low incomes who are not eligible benefits. The Council will respond to any adverse impact by promotion of Discretionary Housing Payments and other benefit support.
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Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response

Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.				
Negative Impact	Action	Timeline	Outcome	Status

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.		
Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	X	
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		



APPENDIX E

4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		
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Did you consult with an Equality Ally prior to carrying out this assessment? Yes

Sign off

Name and job title of person completing this EIA	David Scott – Assistant Director of Finance (Deputy s151)
Officer Responsible for implementing the policy/function etc	As above
Date Completed	17 December 2025
Line Manager	Richard Wyles Deputy Chief Executive and s151
Date Agreed	18 December 2025
Date of Review	Completed Annually

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.