



## Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	South Kesteven District Council Tenancy Agreement
2. Summary of aims and objectives of the policy/funding activity/event	Variations to the tenancy agreement are proposed to ensure it complies with legislation; ensure we are managing tenancies, properties and neighbourhoods effectively, and make the tenancy agreement easier for tenants to read and understand.
3. Who is affected by the policy/funding activity/event?	All South Kesteven District Council tenants.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Yes, a statutory consultation with all South Kesteven District Council tenants will be taking place from Monday 24 <sup>th</sup> November 2025 to 10am Monday 22 <sup>nd</sup> December 2025 (4 weeks). A letter was sent to all South Kesteven District Council tenants informing them of the consultation. This includes a weblink and QR code to an online survey with the option of alternative methods of completing the survey (ie. paper survey via contacting the Housing Strategy team), where people do not have access, or do not wish, to complete the online survey.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The impact of any changes to the tenancy agreement are monitored via the Tenancy Services team, including the Tenancy Services Manager and Sheltered Housing Manager. The tenancy agreement is reviewed within every 5 year period.

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 <small>(The Action Log below should be completed to provide further detail)</small>
Age	Yes-negative	The 'Health and Safety' chapter has had additional wording inserted regarding fire safety and the safe storage and charging of mobility vehicles. It is generally older tenants who use mobility vehicles and these changes have been made to safeguard tenants.	Additional scooter storage is being provided at some of the sheltered housing schemes and where this is not available or all spaces have been allocated, consideration for a move to an alternative property will be given, where appropriate, if all other options have been considered.  For general needs housing (all housing that is not sheltered housing), the Council will not unreasonably withhold permission for alterations to a property to allow the provision of storage facilities, ramp, access



			path or hard standing to facilitate a mobility scooter.
Disability	Yes – negative	The 'Health and Safety' chapter has had additional wording inserted regarding fire safety and the safe storage and charging of mobility vehicles. It is tenants with physical disabilities who generally use mobility vehicles and these changes have been made to safeguard tenants.	Additional scooter storage is being provided at some of the sheltered housing schemes and where this is not available or all spaces have been allocated, consideration for a move to an alternative property will be given, where appropriate, if all other options have been considered.
	Yes - neutral	Some of our tenants have visual impairments and need to see documents in eg. large print. Our tenant records evidence this.	For general needs housing, the Council will not unreasonably withhold permission for alterations to a property to allow the provision of storage facilities, ramp, access path or hard standing to facilitate a mobility scooter.  The Tenancy Agreement can be offered in an alternative format such as large print.
Gender Reassignment	No	This protected characteristic is not relevant to the implementation of this policy.	
Marriage and Civil Partnership	No	This protected characteristic is not relevant to the implementation of this policy.	
Pregnancy and Maternity	No	This protected characteristic is not relevant to the implementation of this policy.	
Race	No	Our tenant records show we have tenants who speak an alternative language as their first language.	We can provide the Tenancy Agreement and any letters associated to the implementation of the Tenancy Agreement, in an alternative language, on request.
Religion or Belief	No	This protected characteristic is not relevant to the implementation of this policy.	
Sex	No	This protected characteristic is not relevant to the implementation of this policy.	
Sexual Orientation	No	This protected characteristic is not relevant to the implementation of this policy.	



Other Factors requiring consideration			
Socio-Economic Impacts	Yes – neutral	<p>At the moment rent is charged over 48 weeks (sometimes 49 weeks). One of the proposed changes is to charge rent across the whole year – 52 weeks (sometimes 53 weeks if there are 53 Mondays in the year).</p> <p>SKDC records show that our tenants are currently falling into rent arrears due to the misalignment between how their benefits and tax credits are paid and how the Council collects rent.</p>	We are proposing to make the change in how rent is collected because we think it will be easier for people to budget their money, especially for people receiving Housing Benefit or Universal Credit (which is calculated across the whole year).
Carers (those who provide unpaid care to a family member, friend or partner)	No		N/A

## 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
Statutory consultation with all South Kesteven District Council tenants	Commenced 24 <sup>th</sup> November 2025 until 22 <sup>nd</sup> December 2025 (4 weeks)	203 respondents to the survey. Letters were sent to all SKDC housing addresses (5884) with a weblink to an online survey. Paper surveys were sent to all tenants who requested them. (3.45%) response rate.

## 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
Wording regarding pets in the consultation draft included permission needing to be	This has now been changed so that needing written permission only applies to new tenants and current	Text already changed.	Text changed.	Completed.



sought for some current pets if existing tenants lived in certain properties. This wording was a concern for some tenants.	tenants wishing to have new pets.  For current tenants with existing pets, the clause “your pets must not be intimidating, aggressive, dangerous or cause a nuisance” still applies.			
It was queried via the Equality Impact Assessment if the languages in the ‘alternative format and languages’ section of the tenancy agreement reflected the current most spoken first languages by SKDC tenants.	The ‘alternative format and languages’ section of the tenancy agreement has been updated to reflect the current most spoken first languages by SKDC tenants. Ukrainian and Cantonese have been added.	Text already changed.	Text changed.	Completed.

## 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?	It is possible due to the reasons identified. However, with the stated mitigations, any possibility for discrimination or unfair disadvantage can be reduced or eliminated.	
Final Decision	Tick	Include any explanation/justification required
1. <b>No barriers</b> identified, therefore activity will proceed		
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias	✓	The Tenancy Agreement wording has been changed to reflect consultation feedback, as set out in the ‘proposed mitigation action log’.
4. <b>Barriers and impact identified</b> , 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 <b>proceed with caution</b> 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**

<b>Name and job title of person completing this EIA</b>	Celia Bown, Senior Housing Policy and Strategy Officer
<b>Officer Responsible for implementing the policy/function etc</b>	Alison Hall-Wright, Director of Housing and Projects
<b>Date Completed</b>	19/11/2025
<b>Line Manager</b>	Emma-Jayne Abbott
<b>Date Agreed (by line manager)</b>	20/01/26
<b>Date of Review (if required)</b>	

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](mailto: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.