

Tenancy Policy 2022-2027

Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, i.e. have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. **All Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA.** An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision-making body

Section 1: Identifying details
Your function, service area and team: Housing Strategy Manager Communities and Wellbeing
If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:
Title of policy or decision: Refresh the Tenancy Policy 2022-2027
Officer completing the EqIA: Janice Nuth Tel: 01992 564 000 Email: Jnuth@eppingforestdc.gov.uk
Date of completing the assessment: 24.02.2022

Section 2: Policy to be analyzed	
2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? The existing Tenancy Policy is due to expire in July 2022 and has been refreshed for 2022- 2027 subject to Cabinet approval.
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To reissue the Tenancy Policy with two adjustments</p> <p>a) In response to a letter from the Department of Levelling Up Housing and Communities (DLUHC) with regards to the Domestic Abuse Act</p> <p>“Lifetime tenants who suffer domestic abuse will retain lifetime security if they are granted a new tenancy by a local authority for reasons connected with the abuse.</p> <p>This protection applies to victims who have a lifetime tenancy, or victims who have had a lifetime tenancy in the past and have fled their social home to escape domestic abuse.</p> <p>The protection also applies to victims of domestic abuse who have a joint lifetime tenancy and who wish to continue living in their home after the perpetrator has left.</p> <p>The provisions apply to lifetime tenants of local authorities and private registered providers of social housing.</p> <p>b) To update the statement on the Council’s duties in respect of the Equalities Act 2010</p> <p>The Council is committed to fulfilling its public sector duty under the Equalities Act 2010 to:</p> <ul style="list-style-type: none"> • eliminate unlawful discrimination, harassment and victimization, and other conduct prohibited by the Act, • advance equality of opportunity between people who share a protected characteristic and those who do not, • foster good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.

	<p>What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)?</p> <p>To reissue a legally compliant Tenancy Policy.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>The scheme affects service users who have lost their home due to domestic abuse. Statistically women are far more likely to be victims of domestic abuse.</p> <p>Will the policy or decision influence how organizations operate?</p> <p>The policy will influence how organizations operate.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>The scheme will not involve substantial changes in resources.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The Tenancy Policy is linked to:</p> <ul style="list-style-type: none"> • The West Essex Tenancy Strategy • The draft Allocations Scheme 2022-2027 • The draft overarching Housing Strategy 2022-2027 <p>The policy supports the following Corporate outcomes:</p> <ul style="list-style-type: none"> • People live longer, healthier and independent lives • Adults and children are supported in times of need • People and communities achieve their full potential • Delivering effective core services that people want • Improving the districts Housing offer

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, e.g. service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p>The evidence to support the Council's understanding of the impact of the Strategy is based on:</p> <ul style="list-style-type: none"> • profiling information that is routinely gathered for people who apply to join the Housing Register and are allocated social housing in the district including mandatory statistical returns such as HCLic.
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>We carried out initial consultation when we were first reviewing the tenancy agreement to establish views on the length of time a tenancy should be granted for, and before the directive about lifetime tenancies was issued.</p> <p>Over half of the respondents said ten years which is the current practice. We took a proposal to Stronger Communities Select Committee to extend the current policy with no changes, which was approved.</p> <p>The two changes in this report became apparent after the consultation period had ended.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary</p> <p>We do not consider it to be necessary to carry out further consultation as both are statutory requirements.</p>

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age		
Disability		
Gender	Positive - Women are statistically far more likely to be victims of domestic abuse and therefore more likely to benefit from this measure	H
Gender reassignment		
Marriage/civil partnership		
Pregnancy/maternity		
Race		
Religion/belief		
Sexual orientation		

Section 5: Conclusion			
		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input type="checkbox"/>	
			If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:



Date: 23.02.22

Signature of person completing the EqIA: Janice Nuth

Date: 22.02.22

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, e.g. after a consultation has been undertaken.