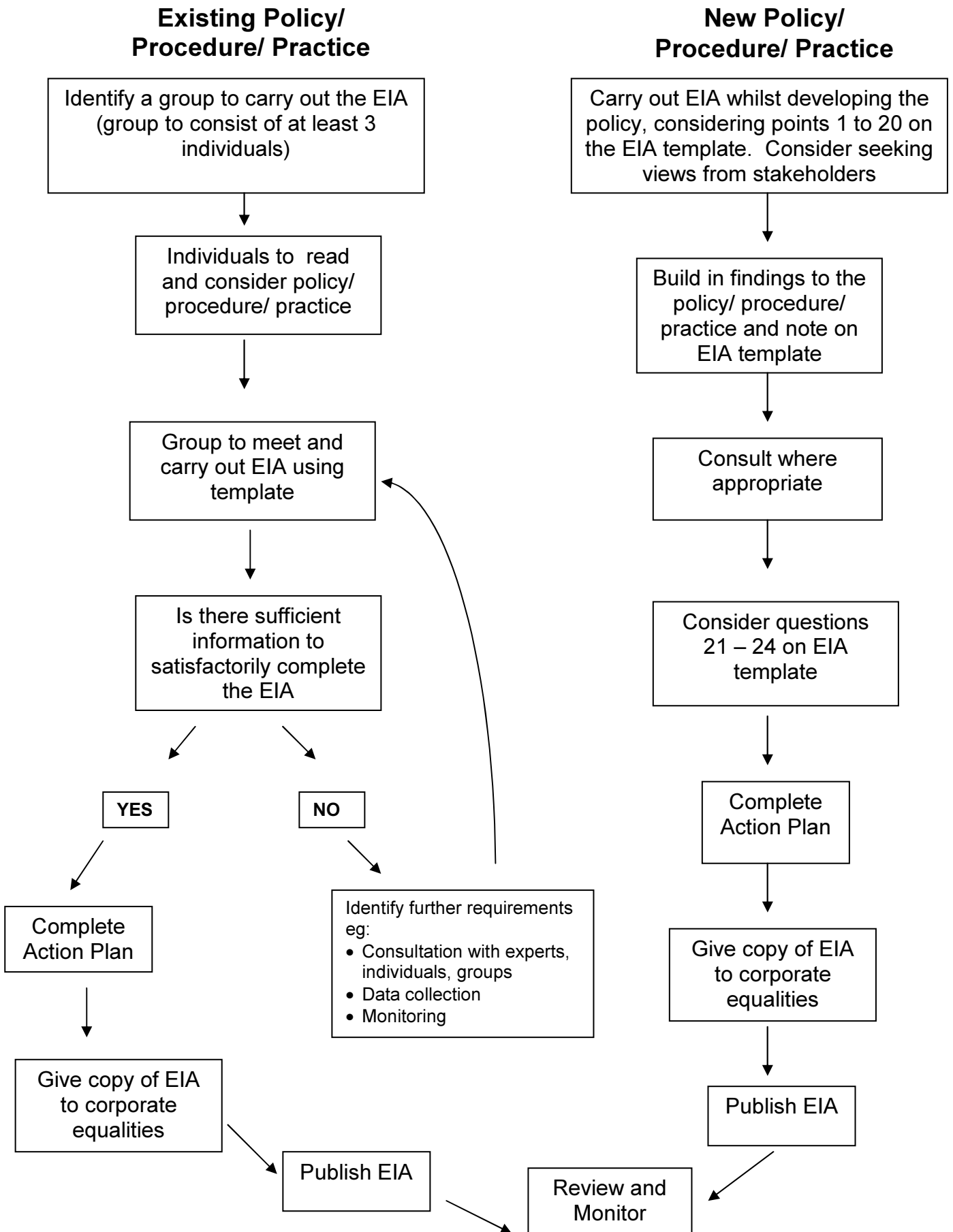


*Tamworth*  
Borough Council



# Equality Impact Assessment Toolkit

# Equality Impact Assessment Procedure



# Equality Impact Assessment Template

<b>Name of policy/ procedure/ practice to be assessed</b>	<b>Tenancy Strategy</b>			<b>Date of Assessment</b>	<b>25/05/12</b>
<b>Is this a new or existing policy/ procedure/ practice?</b>	<b>New</b>	<b>Officer responsible for the Assessment</b>	<b>Claire Keeling</b>	<b>Department</b>	<b>Housing Strategy</b>
<b>1. Briefly describe the aims, objectives and purpose of the policy/ procedure/ practice?</b>	<b>As set out in the Localism Act 2011 – every Local Authority is required to produce a Tenancy Strategy, which sets out the high level objectives Social Housing Providers with properties in Tamworth, must have regard to when setting their own tenancy policies and should set out Tamworth Borough Councils responses to affordable housing tenures introduced in the Act. This Strategy is Tamworth Borough Councils response to this.</b>				
<b>2. Are there any associated policy/ procedure/ practice which should be considered whilst carrying out this equality impact assessment?</b>	<b>Tamworth Borough Councils Healthier Housing Strategy, Homelessness Strategy, Registered Providers Tenancy Policies</b>				
<b>3. Who is intended to benefit from this policy/ procedure/ practice and in what way?</b>	<b>Tamworth Borough Council as the Strategy is the Councils response to the changes set out in the Localism Act. Also any Social Housing provider with properties in Tamworth. Those living and working in Tamworth as the Government sees this as a way to address some of the problems identified associated with Social Housing such as under occupation and is designed to increase mobility and choice for tenants.</b>				
<b>4. What are the desired outcomes from this policy/ procedure/ practice?</b>	<b>To engage with Social Housing Providers in the Borough in constructive dialogue when setting and reviewing their tenancy policies to improve access to Social Housing for those who need it most.</b>				
<b>5. What factors/ forces could contribute/ detract from the outcomes?</b>	<b>Changes in National Government which may lead to policies being altered and changed Registered Providers are only required under the Localism Act to have regard to this strategy when drafting and reviewing their tenancy policies so there is no</b>				

	<b>requirement or them to adhere to the Councils preferences set out in this strategy</b>
<b>6. Who are the main stakeholders in relation to the policy/ procedure/ practice?</b>	<b>Tamworth Borough Council</b> <b>Registered Providers with Housing Stock in the Borough</b> <b>Social Housing Tenants</b> <b>Staffordshire County Council Housing and support services commissioners</b> <b>Health Services</b>

7. Which individuals/ groups have been/ will be consulted with on this policy/ procedure/ practice?	<p>Please explain</p> <p>Key Stakeholders were engaged at a session prior to preparing the Strategy, which included representatives from Tamworth Borough Councils Housing Management Teams, Health, the Voluntary Sector, Staffordshire County Council and Registered Providers, and these groups and others including Substance misuse services, NOMs were consulted once the Strategy was produced – the Stakeholders represent a wide client group and were able to contribute to both the development of the Strategy and the final version of the Strategy</p>	
8. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact on racial groups?	N	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p> <p>This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to when formulating their tenancy policies – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people of different ethnic groups</p>
9. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to gender?	N	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p> <p>This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to when preparing their tenancy policies – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people due to their Gender</p>
10. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to them being transgender or transsexual?	N	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p> <p>This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to when preparing and reviewing their tenancy policies – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people due to them being transgender or transsexual</p>
11. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to disability?	Y	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p> <p>This is a high level strategic plan which sets out the Councils approach to fixed term tenancies with a suggestion that those living in an adapted property are issued longer fixed term tenancies if the property is likely to continue to serve their needs – However whilst this is the council preferred option the registered Providers who provide Housing in the Borough are only required to have regard to this strategy and most are offering 5 year</p>

			Fixed Term Tenancies with renewal at the end if circumstances have not altered for all tenants
<b>12. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to sexual orientation?</b>		<b>N</b>	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people due to their sexual orientation
<b>13. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to age?</b>		<b>Y</b>	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategic plan which sets out the Councils approach to fixed term tenancies with a suggestion that those living in either designated older peoples housing or sheltered housing be offered lifetime tenancies if their need for that type of housing is unlikely to alter. However whilst this is the council preferred option the registered Providers who provide Housing in the Borough are only required to have regard to this strategy and most are offering 5 year Fixed Term Tenancies with renewal at the end if circumstances have not altered for all tenants
<b>14. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to religious belief?</b>		<b>N</b>	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategy which sets out the Councils approach o flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people due to their religious beliefs
<b>15. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact on Gypsies/ Travellers?</b>		<b>N</b>	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategy which sets out the Councils approach o flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on gypsies, travellers or Travelling Show People
<b>16. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to dependant/caring responsibilities?</b>		<b>N</b>	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people due to them having dependent or caring responsibilities

<p><b>17. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to them having an offending past?</b></p>		<b>N</b>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to when formulating their tenancy policies – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on people due to their offending past</p>
<p><b>18. Are there concerns that the policy/ procedure/ practice could have an impact on children or vulnerable adults?</b></p>		<b>N</b>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). This is a high level strategy which sets out the Councils approach to flexible tenancies that both the Councils Housing Management and Registered Providers in the Borough must have regard to when formulating their tenancy policies – It relates to affordable rents and Fixed Term Tenancies and should have no differential impact on children and vulnerable adults</p>
<p><b>19. Does any of the differential impact identified cut across the equality strands (e.g. elder BME groups)?</b></p>	<b>Y</b>	<b>N</b>	<p><b>Please explain</b> The issues above are complex and interlinked and therefore any differential impact will cut across equality strands</p>
<p><b>20. Could the differential impact identified in 8 – 19 amount to there being the potential for adverse impact in this policy/ procedure/ practice?</b></p>	<b>Y</b>	<b>N</b>	<p><b>Please explain</b> No the impact will not be adverse as the differential impact is designed to be positive to offer more vulnerable people security of tenure</p>
<p><b>21. Can this adverse impact be justified:</b></p> <ul style="list-style-type: none"> <li>• on the grounds of promoting equality of opportunity for one group?</li> <li>• For any other reason?</li> </ul>	<b>Y</b>	<b>N</b>	<p>Please explain for each equality heading on a separate piece of paper (questions 9 – 20). The impact is designed to be positive and attached to providing security of tenure so is justifiable</p>

<p><b>22. As a result of carrying out the equality impact assessment is there a requirement for further consultation?</b></p>		<p><b>N</b></p>	<p><b>Please explain</b>  No requirement for further consultation as this strategy sets out the high level objectives the Councils Housing Management Service and Registered Providers must have regard to when formulating their tenancy policies and these have all been consulted on</p>
<p><b>23. As a result of this EIA should this policy/ procedure/ practice be recommended for implementation in it's current state?</b></p>	<p><b>Y</b></p>		<p><b>Please explain</b>  The Local Authority is required under the Localism Act 2011 to produce a Tenancy Strategy which sets out the councils response to the changes introduced in this act. This is the Councils response to this requirement and sets out the high level objectives the Council would like Housing Providers to have regard to when preparing and reviewing their tenancy policies and this Strategy does this – however ongoing constructive dialogue is required with Housing Providers within the area to ensure that tenants who need social housing are able to access it</p>

**PLEASE COMPLETE THE FOLLOWING ACTION PLAN FOR ALL IMPACT ASSESSMENTS**



# Equality Impact Assessment Action Plan

Complete the action plan demonstrating the changes required in order to meet TBC's commitment to equality and diversity. The action plan must contain monitoring arrangements, the publishing of results and the review period required for this policy.

ACTION/ ACTIVITY	RESPONSIBILITY	TARGET	PROGRESS
Review Equalities Impact assessment at each review of the Tenancy Strategy	Housing Strategy Team	Review annually	
<b>Monitoring arrangements:</b>	<b>Governance meetings with the Registered Providers</b>	<b>Data collected quarterly</b>	
<b>Publication:</b>	<b>Tenancy Strategy</b>	<b>Internet for download</b>	
<b>Review Period:</b>	<b>Annually</b>	<b>Reviewed 12 monthly unless otherwise stated</b>	

Expand as appropriate

Signed  
(Completing Officer).....

Date .....

Signed  
(Head of Department) .....

Date .....

**Making Equality Real in Tamworth**

**Signed**  
**Corporate Diversity/ Equality .....**

**Date .....**