

Equality Impact Assessment Toolkit

Section	Housing	Officer responsible for the Assessment	Mrs Lee Birch, Housing Options Manager			
Name of Policy to be assessed	Tenancy Policy	Date of Assessment	20 August 2012	Is this a proposed new or existing policy/procedure/practice?	New	
1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice?		The Policy sets out in broad terms how different tenancy types will be awarded, reviewed and the circumstances when tenancies may not be renewed and how we will ensure that the management of tenancies is consistent, transparent and fair to all tenants. The policy will also outline how Tamworth Borough Council will offer advice and assistance to tenants whose tenancies are not being renewed to access alternative housing options.				
2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.		This Policy fulfils the requirement on us, as a registered provider of social housing, to have a Tenancy Policy that clearly states what our customers can expect of us in relation was tenancy they will be awarded and how that tenancy will be managed.				
3. Who is intended to benefit from this policy and in what way?		<ul style="list-style-type: none"> • Provide a high quality housing management service to prospective and actual tenants, in accordance with legislation, regulation, the Council's Allocations Policy and best practice. • Make best use of our stock and ensure it meets existing and future customers' needs • Ensure customers have the right home for as long as they need it • Support our customers to enable them to achieve their housing aspirations • Respond effectively to the demands placed on our limited social housing resource 				

	<p>The use of fixed term flexible tenancies in line with the policies set out in the Tenancy Policy will ensure that best use is made of Tamworth Borough Council's housing stock to meet residents' housing needs and aspirations and that residents are made aware of the full range of housing options and assisted to access them.</p> <p>It will enable the Council to under-occupation therefore freeing up.</p> <p>The rights of existing tenants will not be affected – If a tenant already has a secure tenancy, the tenancy will remain a secure tenancy.</p>		
4. What outcomes are wanted from this policy/procedure/practice?	<ul style="list-style-type: none"> • Make best use of our stock and ensure it meets existing and future customers' needs • Ensure customers have the right home for as long as they need it • Respond effectively to the demands placed on our limited social housing resource 		
5. What factors/forces could contribute/detract from the outcomes?	Changes in legislation, lack of housing stock, changes to the Allocations Policy		
6. Who are the main stakeholders in relation to the policy?	Existing Tenants Applicants on housing register Councillors Support Agencies	7. Who implements the policy, and who is responsible for the policy?	Implementation: Housing Officers Responsible: Housing Options Manager & Housing Tenancy Sustainment Manager
8. Which individuals/ groups are to be consulted with on this policy?	Applicants on Housing Register Stakeholders Councillors Staff Existing Tenants Tenants Consultative Group		

9. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?	Y	N	Yes - for large families that live together in the family home as they are more likely to require more than on succession.
<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>Tenant data for large families that currently reside in our properties. Exceptional cases like these will be addressed on its own merits.</p>			
10. Are there concerns that the policy <u>could</u> have a differential impact due to gender?	Y	N	Yes – in most cases where joint tenancies end leaving male in occupation they are moved to smaller accommodation
<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>Recent cases show that there is a trend of males being left in occupation of larger properties that are no longer suitable, which results in males left in occupation of the family home being moved into smaller one bed accommodation inline with the allocations policy.</p> <p>As the policy will allow the Council to address issues of under-occupancy it will support the increased availability of larger family homes, which will particularly benefit women who make up a significant proportion of the applicants seeking family homes.</p> <p>Given the policy is concerned with making best use of stock, then it would be resource prohibitive to review 1 beds which are not going to be under occupied. Irrespective of gender, the overriding consideration is making best use of stock. Whilst the single person might end up having a lifetime tenancy of a 1 bed roomed property, clearly this is about housing need.</p>			
11. Are there concerns that the policy <u>could</u> have a differential impact due to disability?	Y	N	No – if the property is suitable for the disabled person tenant or successor then they will be left in occupation.
<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>Recent cases have shown the Council have taken reasonable and sensible approach to disabled persons left in occupation –</p>			

ensuring they are offered suitable accommodation.

As the policy will make best use of adapted properties it will support the increased availability of adapted accommodation, which will particularly benefit applicants/existing tenants seeking disabled adapted homes.

12. Are there concerns that the policy could have a differential impact due to sexual orientation?

Y

N

No

What existing evidence (either presumed or otherwise) do you have for this?

As will take account of civil partnerships inline with housing law requirements.

13. Are there concerns that the policy could have a differential impact due to their age?

Y

N

No

What existing evidence (either presumed or otherwise) do you have for this?

As the policy will allow the Council to address issues of under-occupancy it will support the increased availability of larger family homes, which will particularly benefit children.

Applicants aged 60 or over who wish or need to move to sheltered housing will usually be offered a secure tenancy; and Applicants who were already social housing tenants as at the implementation date and have remained social housing tenants since that date will, as required by the Regulatory Framework for Social Housing in England, be offered a secure tenancy where they are offered a Social Rent tenancy.

14. Are there concerns that the policy could have a differential impact due to their religious belief?

Y

N

No

What existing evidence (either presumed or otherwise) do you have for this?

None

15. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependants/caring responsibilities?	Y	N	Yes
<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>The policy protects dependants and carers left in occupation.</p>			
16. Are there concerns that the policy <u>could</u> have a differential impact due to them having an offending past?	Y	N	Yes
<p>What existing evidence (either presumed or otherwise) do you have for this?</p> <p>Tamworth Borough Council Suspension Policy may stop them being allocated accommodation.</p>			
17. Are there concerns that the policy <u>could</u> have a differential impact due to them being Transgendered or transsexual?	Y	N	No
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>			
18. Does any of the differential impact identified cut across the equality strands (e.g. elder BME groups)?	Y	N	Please explain - No
19. Could the differential impact identified in 9 – 17 amount to there being the potential for adverse impact in this policy/procedure/practice?	Y	N	No – officers log will be raised in exceptions circumstances

20. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	Y	N	No
21. As a result of this EIA should this policy be recommended for implementation in it's current state?	Y	N	Yes

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.

<i>Action/ Activity</i>	<i>Responsibility</i>	<i>Target</i>	<i>Progress</i>
Produce: fixed term tenancy agreement, review & appeal procedures			
Information put onto website for customer access			
Officers Log to be raised in exceptional circumstances			
Policies & Procedures to be loaded on netconsent			
Monitoring arrangements:			
Publication:			
Review Period:			

Expand as appropriate

Signed
(Completing Officer).....

Date

Signed
(Head of Section)

Date

Signed
Corporate Diversity/ Equality

Date

Quick guide to equality impact assessment

To assess your policies ask the following questions:

1. What is the aim of the policy/practice/procedure?
2. What outcomes do you want from the policy/procedure/practice?
3. Will this outcome be different if you are from a particular group 6 strands race, disability, gender, age, sexual orientation, religion or belief?
4. Is it adverse?
5. If yes, can you mitigate?
6. If no, consider alternatives.

