



Welwyn Hatfield Borough Council

Equality Impact Assessment

Assessment completed by: Sue McDaid

Name of policy/project/service to be assessed	Flexible Fixed Term (5 year) Tenancies
At what stage of consultation has this EqIA been prepared?	Pre consultation <input type="checkbox"/> Post consultation <input checked="" type="checkbox"/> No consultation required <input type="checkbox"/>
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: Sep 2023 Employee Forum <input type="checkbox"/> Date: Stakeholder review <input type="checkbox"/> Date:
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input type="checkbox"/> External (partners/contractors/agencies) <input type="checkbox"/> Other <input type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	We intend to remove the use of flexible 5 year fixed term tenancies for our council housing residents, and replace them with lifetime secure tenancies. The aim is to reduce insecurity and uncertainty for tenants and reduce the need for resource intensive and unproductive administrative processes associated with fixed term tenancy process.
What equality data is available relating to the use or implementation of the policy, project or service?	There is no equality data available relating to the use of flexible fixed term tenancies, they are issued to all new council tenants in this borough

<p>What consultation has taken place in the development or review of the policy, project or service?</p>	<p>Consultation was undertaken with existing council housing tenants and prospective tenants on the housing needs register between 5 June and 3 July 2023.</p>
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Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	Positive	Negative	Neutral	Evidence & Comments
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Changing from fixed term 5 year tenancies to secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support tenants of all ages but is especially likely to positively impact on older persons and persons with children
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Changing from fixed term 5 year tenancies to secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This will support all tenants but may more positively support tenants with disability that might have adaptations in the property.
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender re-assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage/Civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Changing from fixed term 5 year tenancies to secure tenancies will provide tenants with a great degree of certainty and security of tenure. This will support pregnant tenants reducing any uncertainty and anxiety about their security of tenure

	Positive	Negative	Neutral	Evidence & Comments
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

This change in practise and associated policy positively impacts anyone it effects including those with protected characteristics.

For Steering Group use only:

Comments: