

**Welwyn Hatfield Borough Council**
**Equality Impact Assessment**

Assessment completed by Sue McDaid

Name of policy/project/service to be assessed	Tenancy Strategy and Tenancy Policy
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: 10.1.24 <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 checked="" type="checkbox"/> External (partners/contractors/agencies) <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	<p>The Tenancy Strategy sets out the Council’s commitment, as a provider of social housing, to provision of high-quality housing, thriving neighbourhoods and sustainable communities. The Strategy also sets out how our key objectives for tenants in the borough, and registered providers (Housing Associations) must have regard to this Strategy. In addition, we have set out in an appendix within the strategy, the considerations that we would like private sector landlords and agents to take account of (although they are not legally required to do so).</p> <p>The Tenancy Policy sets out the Council’s approach to tenancy management and the issuing and re-issuing of Council Tenancies. In addition, the policy identifies how the council will support tenancy sustainment, tackle tenancy fraud, and manage discretionary succession rights.</p>
What equality data is available relating to the use or implementation of the policy, project or service?	<p>There are diverse communities living in our council homes with diverse needs.</p> <p>It is important that we set out our approach to Tenancy Strategy and our expectations about tenancies to which Registered Providers must have regard to when determining their approach to tenancies.</p>

<p>What consultation has taken place in the development or review of the policy, project or service?</p>	<p>The Residents panel are being consulted on this Tenancy strategy and policy.</p> <p>We are required by law to consult with registered providers and we will also consult with private landlords and managing agents.</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?

	<b>Positive Yes/No</b>	<b>Negative Yes/No</b>	<b>Neutral Yes/No</b>	<b>Evidence &amp; Comments</b>
Age	YES	NO	NO	The approach in our Tenancy Strategy and Policy is to offer secure lifetime tenancies (except where it is necessary to issue a licence or non-secure tenancy for temporary decants and in temporary accommodation). We have ceased issuing new fixed term (flexible) tenancies from Nov 2023. We are also using our discretion to allow succession of tenancies within the parameters outlined in the strategy and policy. Our approach towards giving strong security in our tenancies positively impacts on residents of all ages, but especially benefits young and older tenants that might face less secure tenancies in other rental sectors.
Disability	YES	NO	NO	The approach in our Tenancy Strategy and Policy is to offer secure lifetime tenancies (except where it is necessary to issue a licence or non-secure tenancy for temporary decants and in temporary accommodation). We have ceased issuing new fixed term (flexible) tenancies from Nov 2023. We are also using our discretion to allow succession of tenancies within the parameters outlined in the strategy and policy. Our approach towards giving strong security in our tenancies positively impacts on all of our residents, but especially benefits tenants with disability that might face less secure tenancies in other rental sectors.
Ethnicity	YES	NO	NO	The approach in our Tenancy Strategy and Policy is to offer secure lifetime tenancies (except where it is necessary to issue a licence or non-secure tenancy for temporary decants and in temporary accommodation). We have ceased issuing new fixed term (flexible) tenancies from Nov 2023. We are also using our discretion to allow succession of tenancies within the parameters outlined in the strategy and policy. Our approach towards giving strong security in our tenancies positively impacts on all our residents, perhaps, especially benefits tenants of minority

				ethnic groups that might face less secure tenancies in other rental sectors.
Gender re-assignment	YES	NO	NO	The approach in our Tenancy Strategy and Policy is to offer secure lifetime tenancies (except where it is necessary to issue a licence or non-secure tenancy for temporary decants and in temporary accommodation). We have ceased issuing new fixed term (flexible) tenancies from Nov 2023. We are also using our discretion to allow succession of tenancies within the parameters outlined in the strategy and policy. Our approach towards giving strong security in our tenancies positively impacts on our residents, perhaps, especially benefits tenants of having or undergoing gender re-assignment that might face discrimination or less secure tenancies in other rental sectors.
Marriage/Civil partnership	NO	NO	YES	There is neither an overall positive or negative impact on this protected characteristic.
Pregnancy & Maternity	NO	NO	YES	There is neither an overall positive or negative impact on this protected characteristic.

	Positive Yes/No	Negative Yes/No	Neutral Yes/No	Evidence & Comments
Religion or belief	NO	NO	YES	There is neither an overall positive or negative impact on this protected characteristic.
Sex	YES	NO	NO	The strategy protects the security of tenancy for certain groups forced to move, including victims of domestic violence, the majority of which are women (but not all as men also experience domestic abuse).
Sexual orientation	NO	NO	YES	There is neither an overall positive or negative impact on this protected characteristic.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

For steering Group use only:

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Comments: