



Welwyn Hatfield Borough Council

Equality Impact Assessment

Assessment completed by: Sue McDaid

Name of policy/project/service to be assessed	Tenancy Policy and Strategy
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: June 2024 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?	To promote the use of secure tenancies in the borough.
What equality data is available relating to the use or implementation of the policy, project or service?	There is no comprehensive equality data available.
What consultation has taken place in the development or review of the policy, project or service?	Consultation was undertaken with existing council housing tenants and prospective tenants on the housing needs register between 2 February and 1 March 2024.

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"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. Whilst there is no direct evidence, this is likely to 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"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. Whilst there is no direct evidence, this is likely to support all tenants but may more positively support tenants with disability that might have adaptations in the property.
Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This is likely to also positively support residents from minority groups that have potential to be treated less favourably in the housing market.
Gender re-assignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This may also positively support residents with gender re-assignment that have potential to be treated less favourably in the housing market.
Marriage/Civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact either positively or negatively.
Pregnancy &				Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty

Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	and security of tenure. This will support all tenants but might positively impact pregnant tenants reducing any uncertainty and anxiety about their security of tenure
	Positive	Negative	Neutral	Evidence & Comments
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This may also positively support residents from certain religions or holding religious beliefs that have potential to be treated less favourably in the housing market.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No impact either positively or negatively.
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Promotion of secure lifetime tenancies and limiting the use of fixed term and non-secure tenancies will provide tenants with a greater degree of certainty and security of tenure. This may also positively support sexual orientation of residents that have potential to be treated less favourably in the housing market.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

This tenancy strategy policy positively impacts many residents with protected characteristics.

For Steering Group use only:

Comments: