

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

Assessment completed by: Sue McDaid

Name of policy/project/service to be assessed	Tenant consultation on changes to terms and conditions of Tenancy Agreement
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: Employee Forum <input type="checkbox"/> Date: Stakeholder review <input checked="" type="checkbox"/> Date: 9/2/25
Who does the policy or service affect?	Customers (tenants) <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?	<ul style="list-style-type: none"> <li>The council's current tenancy agreement was written in 2017. The review is to accommodate changes in legislation, operational practice and to improve understanding of the terms and conditions – setting out the rights and responsibilities of both council tenants and the council.</li> <li>As per Section 103 of the Housing Act 1985, the council has an obligation to consult its tenants on proposed revised tenancy agreements.</li> </ul>
What equality data is available relating to the use or implementation of the policy, project or service?	<ul style="list-style-type: none"> <li>Tenant data (from Orchard)</li> </ul>

What consultation/engagement has taken place in the development or review of the policy, project or service?

- The updates to the terms and conditions of the Tenancy Agreement have been prepared and advice was sought from Legal Services
- The draft Tenancy Agreement was reviewed by Residents Panel in summer 2024.
- An online survey was set up to gather tenants' views on the proposed changes. Alongside the survey, a link to helpful documents was provided, this included the current tenancy agreement, the proposed new tenancy agreement and a list of the changes. Letters were sent to all tenants to promote and give information about the consultation, details of the survey and a number/email to contact if they wanted the survey in a different format were sent to all tenants.

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	There are no terms and conditions within the tenancy agreement that would be considered to either positively or negatively impact on young people or older people.
Disability	Yes			<p>Section 7.6 of the tenancy agreement is considered to be a positive impact on the protected characteristic of disability in that tenants or their visitors are advised that they must not harass or discriminate against others on the basis of disability.</p> <p>Section 7.14 of the tenancy agreement talks about not making adaptations to the property without the council's consent. this could positively impact on disability due to adaptations needed resulting from disability.</p> <p>11.34% of the respondents to the consultation self-reported that they had a disability.</p>
Ethnicity	Yes			<p>Section 7.6 of the tenancy agreement is considered to be a positive impact on the protected characteristic of race and ethnicity in that tenants or their visitors are advised that they must not harass or discriminate against others on the basis of ethnicity or race.</p> <p>65.71% of the respondents to the consultation reported as being in White-British/other white groups, and 9.7% of the respondents to the consultation reported as being in Black, Asian, and Minority Ethnic groups. Not all respondents declared their ethnicity.</p>

Gender re-assignment			Unknown	<p>There are no terms and conditions within the tenancy agreement that would be considered to either positively or negatively impact on gender re-assignment.</p> <p>This is not data that was gathered during the consultation or that we hold as part of our data on tenants.</p>
Marriage/Civil partnership	Yes			<p>Section 5.3 of the tenancy agreement talks about joint and sole tenancies and section 5.1 talks about succession. Whilst this is at the discretion of the council it could support the change of a tenancy from a joint to sole tenancy should a partnership end, or succession to a partner on death. This could be considered to positively impact on marriage or civil partnerships.</p>
Pregnancy & Maternity			Yes	<p>There are no terms and conditions within the tenancy agreement that would be considered to either positively or negatively impact on pregnancy or maternity.</p>

	<b>Positive Yes/No</b>	<b>Negative Yes/No</b>	<b>Neutral Yes/No</b>	<b>Evidence &amp; Comments</b>
Religion or belief	Yes			Section 7.6 of the tenancy agreement is considered to be a positive impact on the protected characteristic of religion in that tenants or their visitors are advised that they must not harass or discriminate against others on the basis of religion.
Sex	Yes			Section 7.8 of the tenancy agreement could be considered to be a positive impact on the protected characteristic of sex in that tenants or their visitors are advised that they must not perpetrate domestic abuse against anyone living with them. Although both men and women experience domestic abuse, women are disproportionately impacted.
Sexual orientation			Unknown	There are no terms and conditions within the tenancy agreement that would be considered to either positively or negatively impact on sexual orientation. The vast majority of respondents to the consultation did not declare their sexuality. Less than 0.2% declared that they were bi-sexual or gay.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

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