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**Ref No:** EQ559972643

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**Officer Name:** Arron Samson

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**Title of report:** Succession Policy

**Report :** This policy will clarify the circumstances in which a person may succeed to an Ipswich Borough Council tenancy.

**What evidence/data is being used to support this equality analysis? Please select all that apply.:** Customers complaints/comments, Findings from surveys, focus groups & consultations, Analysis of service data (e.g I-card)

**Service area:** Tenancy Services

**Corporate Manager:** Gaviin Fisk

**Corporate Manager email:** gavin.fisk@ipswich.gov.uk

**Links to supporting documents where available:** Tenancy Agreement, Tenancy Management Policy

**Please upload any supporting documents:** Ipswich Borough Council Succession policy.docx

**What is proposed?:** The introduction of a succession policy to enable clarity around when and how Ipswich Borough Council acknowledge succession to a tenancy in-line with current legislation.

**Why are the changes being introduced?:** To ensure Ipswich Borough Council are compliant with the Regulatory Consumer Standards. In addition to reducing risk to the Authority in the management of its Social Housing stock.

**What evidence is being used to support this Equality Impact Assessment, and how is it being used?:** Complaints data suggest that tenants are unaware of the rights and also in some cases have unrealistic expectations of their rights. From reviewing historical case management of succession cases it has been identified there has not been a consistent approach across the service. From recent staff workshops completed in August 2023 staff have requested a more robust approach through policy and procedure around housing management topics.

**How will this change be implemented?:** Succession Policy implementation will be supported by updated processes and procedures, in consultation with Customer Engagement Panel, staff training and awareness raising.

**Age:** Positive

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** Will allow minors to succeed to a Tenancy and it held in trust for them until they reach the age of 18.

**Disability:** Positive

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** If the potential successor is disabled and the property has been adapted to meet their needs this can be taken into consideration. If the potential successor does not need the adaptations they can be housed elsewhere and the property let to an applicant who requires them.

**Marriage & Civil Partnership:** Positive

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** Policy will recognise marriage and civil partnerships in the guidance as set out.

**Race:** No impact

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** The policy is neutral.

**Pregnancy & Maternity:** No impact

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** The policy is neutral.

**Religion or Belief:** No impact

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** The policy is neutral.

**Gender Reassignment:** No impact

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** The policy is neutral.

**Sex:** No impact

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** The policy is neutral.

**Sexual Orientation:** No impact

**Please provide an explanation of this impact and actions to mitigate any adverse impact, or further promote positive impact.:** The policy is neutral.

**I can confirm the report does meet Ipswich Borough Council's equality objectives:** I can confirm the report does meet Ipswich Borough Council's equality objectives

**The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the**

**following way(s)::** This Policy demonstrates the Councils approach to equality for its tenants with no unlawful discrimination, harassment or victimisation.

**The report helps us to 'advance equality of opportunity...' in the following way(s):** :The Policy is a positive document and clarifies the rights and status of all tenants.

**The policy helps us to 'foster good relations...' in the following way(s):** :Helps staff and tenants be confident in the status and rights of tenants

**The new provisions will be reviewed in the following way(s)::**Policy will be reviewed every 3 years unless legislation changes. Complaints, Tenant Satisfaction Measures survey and case will pick up any operational issues with the implementation of the Policy.

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