

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Introductory Tenancy Review
<b>Date</b>	30/09/20
<b>Officer carrying out screening</b>	Emma Cook
<b>Service Area</b>	Tenancy Services
<b>Project Sponsor</b>	Ian Blofield

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<p><b>What is proposed?</b></p>	<p>The report is a proposal to stop the Introductory Tenancy scheme to enable us to grant all new IBC Tenants a Secure Tenancy and reduce the Housing Officer case load and associated administrative work of offering two different tenancies.</p> <p>Introductory Tenancies are time limited to 12 months and can be ended by the Landlord more easily than Secure Tenancies if the Tenant fails to meet the tenancy conditions, such as paying rent or not creating Anti-Social Behaviour. At the end of the period, if the conditions have been met a Secure Tenancy is granted. If not, the Introductory Tenancy can be extended by six months.</p> <p>Secure Tenancy confers greater rights and legal protections to tenants, and it is more difficult for the Landlord to end the Tenancy and evict.</p> <p>Ending the Introductory Tenancy scheme would mean all new Tenants would have security of tenure from the very start of their tenancy and allow Officers to have a greater focus on mainstream activity.</p>
<p><b>Why are the changes being introduced?</b></p>	<p>To increase overall efficiency of the service and to grant greater security to new tenants.</p>
<p><b>What evidence is being used to support this equality impact analysis?</b></p>	<p>Analysis of Introductory Tenancy activity, actions taken and compliance with the <b>scheme</b>.</p>
<p><b>How will this change be implemented?</b></p>	<p>N/a - already implemented</p>

**Commented [SL1]:** Presumably no group identified as disproportionately likely to have tenancy introduction extended or tenancy ended.  
 Tenants identified as having Mental Health issues (disability) greater degree of intervention due to contact issues?

**Commented [EC2]:** No not as part of this review

## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	No change	No impact on any of the protected characteristics as the Introductory Tenancy scheme is applied to all groups so there is no specific impact on any particular group as they will all benefit equally and not be affected in a	When the Introductory Tenancy Scheme ends all new tenants will be granted a Secure Tenancy. This will give greater rights and security to new

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		disproportionate way by removal of the scheme.	<p>tenants, irrespective of individual characteristics, benefiting all groups.</p> <p>We will move all existing introductory tenancies over to secure tenancies once their Introductory Tenancy period has come to an end.</p>
<b>Disability</b>	Positive	<p>It is recognised by the Service that there is a potential for some vulnerable new tenants to be adversely affected by the Introductory Tenancy scheme.</p> <p>We are aware that those who have mental health problems can struggle to make appointments and manage correspondence. This would make it more difficult for such tenants to meet Introductory Tenancy conditions and creates a greater demand on Housing Officers in mitigating this risk.</p> <p>These factors introduce a greater risk of people with mental health issues losing their tenancies, though this has not been shown in the analysis.</p>	As above

<b>Who is affected?</b>	<b>Impact (positive/negative/no change)</b>	<b>Explanation of impact</b>	<b>Actions to mitigate any adverse impact or further promote positive impact</b>
		The proposal to stop the Introductory Tenancy scheme would have a positive impact on this group and help minimise any disadvantage.	
<b>Gender reassignment</b>	No change	No impact has been identified in addition to the above.	As above
<b>Pregnancy and maternity</b>	No change	No impact has been identified in addition to the above.	As above
<b>Race</b>	No change	No impact has been identified in addition to the above.	As above
<b>Religion or belief</b>	No change	No impact has been identified in addition to the above.	As above
<b>Sex</b>	No change	No impact has been identified in addition to the above.	As above
<b>Sexual orientation</b>	No change	No impact has been identified in addition to the above.	As above
<b>Marriage and civil partnership</b>	No change	No impact has been identified in addition to the above.	As above

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

**A.** *Every tenant would be granted a secure tenancy from the very start. All tenants would have the same type of tenancy and same legal arrangements for any tenancy breaches*

Q. The report helps us to 'advance equality of opportunity...' in the following way(s):

**A.** *Every tenant would be granted a secure tenancy from the very start. All tenants would have the same type of tenancy and same legal arrangements for any tenancy breaches*

Q. The policy helps us to 'foster good relations...' in the following way(s):

**A.** *by giving everyone the same opportunity for a secure tenancy.*

Q. The new provisions will be reviewed in the following way(s):

**A.** New performance indicators will be introduced for management of new secure tenancies and those assessed as being at high risk of tenancy failure. These will be reviewed monthly in the Tenancy Services Manager

### 3 Sign Off

<b>Assessment Author:</b>	Emma Cook	24/09/2020
<b>Project Sponsor:</b>		

**Please provide any supporting documents in the appendices below.**

## Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)