

Charnwood Borough Council

Equality Impact Assessment 'Knowing the needs of your customers and employees'

■ Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

■ Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

Step 1 – Introductory information

Title of the policy	Private Sector Housing Enforcement Policy - 2018
Name of lead officer and others undertaking this assessment	Rebecca Short Sarah McQueen
Date EIA started	16 th April 2018
Date EIA completed	17 th April 2018

Step 2 – Overview of policy/function being assessed:

<p>Outline: What is the purpose of this policy? (Specify aims and objectives)</p> <p>This Policy sets out the way in which the Council intends to secure effective compliance with the relevant Private Sector Housing legislation whilst minimising the burden to the Council, individuals, organisations and business, including:</p> <ul style="list-style-type: none"> • Housing conditions in the Private Rented Sector and Private Ownership • Landlord's obligations in the Private Rented Sector • Houses in Multiple Occupation • Empty Homes • Mobile Home Sites <p>The Policy aims to ensure:</p> <ul style="list-style-type: none"> • Good quality, healthy housing for households renting in the Private Sector and to prioritise action to those homes which present the greatest risks to Health and Safety • Private Sector Housing is not left empty for an unreasonable amount of time or becomes an eyesore and nuisance to neighbouring homes • Houses in Multiple Occupation are safe and well managed and all relevant Management Regulations are adhered to • All Mobile Homes sites are safe and well managed
<p>What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?</p> <p>This Policy is designed to:</p> <ul style="list-style-type: none"> • Support Officers of the Council in appropriately applying the relevant enforcement legislation • Inform Owner Occupiers, Private Sector Landlords and Registered Providers (RPs) as to the Council's approach to housing enforcement <p>The intended outcome is to ensure there is a provision of good quality, healthy housing and to prioritise action to those homes which present the greatest risks to Health and Safety.</p>
<p>Which groups have been consulted as part of the creation or review of the policy?</p> <p>The Council has consulted with Partner Agencies, Landlords, Agents and Resident Associations. A Survey Monkey was available for all members of the Public to provide their views on the Council's approach to Private Sector Housing Enforcement.</p>

Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Based on the 2011 Census there are approximately 66,600 households in the Borough of Charnwood.

Breakdown by Tenure:

- 47,900 (72%) – Owner Occupiers
- 500 (1%) - Part owned and part rented (shared ownership)
- 7,900 (12%) - Social rented
- 9,400 (14%) - Private rented
- 800 (1%) – Living rent free

Private Sector Housing enforcement is often targeted at Private Rented properties, where the occupier is not in control of property conditions.

Current national estimates suggest that the number of households living in Private Rented Properties will increase by up to 24% by 2021 (Knight Frank, Multi-housing 2017: PRS Research, June 2017).

What does this information / data tell you about diverse groups? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The Council does not collate information which would demonstrate whether they discriminate any particular group.

Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Partner Agencies, Landlords and Residents Associations were consulted during the drafting of the Policy and their views were taken into account with amendments being made to the policy, for example, the Civil Penalty starting level was reduced from £2000 to £1000.

Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
Age	The improvement of Housing Standards in the Private Sector in line with the Enforcement Policy will impact positively on all age groups, in particular the elderly and the families with young children who may be more vulnerable to particular hazards under the Housing Health and Safety Rating System.

Disability (Physical, visual, hearing, learning disabilities, mental health)	Positive impact for residents who may be vulnerable as a result of mental illness or physical disability through the improvement of Housing Standards in line with the enforcement policy where required. The Council recognises that each case is unique and will be considered on its own merits.
Gender Reassignment (Transgender)	No impact/neutral impact
Race	Potential barrier for residents or landlords whose first language is not English. Written and verbal communication may need to be translated or interpreted, as an equalities consideration, in order to mitigate any adverse impact.
Religion or Belief (Includes no belief)	Neutral impact. However it is acknowledged that some faiths or religions require worship on particular days and therefore may not be able to attend meetings or appointments. Consideration will be given to this and flexibility will be applied, if required, in order to mitigate any adverse impact.
Sex (Gender)	No impact/neutral impact
Sexual Orientation	No impact/neutral impact
Other protected groups (Pregnancy & maternity, marriage & civil partnership)	No impact/neutral impact
Other socially excluded groups (Carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	No impact/neutral impact

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

Staff have appropriate training and will take into account mental health conditions, religion and beliefs and disability as these factors effect a tenant's judgement.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The Private Sector Housing Enforcement Policy does not discriminate against any of the protected characteristics.

Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?
The outcome of this EIA will be monitored and reviewed alongside the Policy.
How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

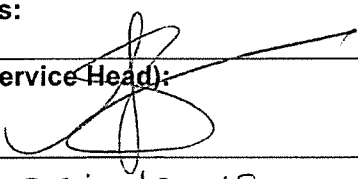
Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date

Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	X	This EIA will be published on the CBC website.
Service users	X	
Partners and stakeholders	X	
Others	X	
To ensure ease of access, what other communication needs/concerns are there?		

Please delete as appropriate
I agree / disagree with this assessment / action plan

If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head): 
Date: 25/4/2018

Please send completed & signed assessment to Suzanne Kinder for publishing.

Step 9- Conclusion (to be completed and signed by the Service Head)