



Equality Impact Assessment

Responsibility and Ownership

Name of policy, practice, service or function: Flexible Tenancy Policy

Responsible department: Strategic Housing .

Service area: Growth Directorate.

Lead Officer: Rebecca Slack, Housing Strategy and Enabling Manager .

Other members of assessment team

Name	Position	Area of expertise
Diane Parker	Housing Strategy Officer	Flexible Tenancies
Jim Fieldsend	Senior Principal Solicitor	Legal/legislation

Scope of the assessment

1	What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?	To adopt a flexible fixed term tenancy scheme as part of the Council's Choice Based Lettings and Allocations Policy as an alternative to secure "lifetime" tenancies for Owner Occupiers who have £30,000 or more equity. This scheme will only apply to certain applicants.
2	Are there any external factors we need to consider like changes in legislation?	The policy is in line with the Localism Act 2011 and will be amended accordingly if any changes to the act occur. Also the following must be adhered to; <ul style="list-style-type: none"> • The Homelessness (Suitability of Accommodation) (England) Order 2012. • The Housing Act 1996 and subsequent amendments 2004
3	Who implements the policy, strategy, practice, service or function?	The Policy is developed by The Housing Strategy & Enabling Team and agreed by the Council. The implementation and delivery of the strategy is through Rykneld Homes Choice Move Team. The Council's Housing Options Team will also use the policy within its role to support homeless applications. In these cases it will work closely with Rykneld Homes' Choice Move Team.
4	Who is affected by the policy, strategy, practice, service or function?	Owner Occupier applicants who have £30,000 equity/savings or above and who would be excluded from the Choice Move waiting list, in accordance with the CBL Allocations Policy, but cannot access the equity at the current time.

5	What outcomes do we want to achieve, why & for whom?	<p>Owner occupiers who do not have access to their funding and are in need of social housing:</p> <ul style="list-style-type: none"> • will benefit from a short term housing solution until funds are accessible therefore preventing homelessness • will be secure for 2 years, which; • will give time to seek alternative accommodation to suit their needs if funding becomes available before the tenancy terminates
6	What existing evidence do you have on the impact of the policy, strategy, practice, service or function?	<p>This is a pilot scheme therefore the impact cannot yet be monitored.</p> <p>Monitoring of Owner Occupiers applying for housing shows that 35 owner occupiers were excluded from the Choice Move Scheme due to having equity of £30,000 or more. It is not known how many of these were unable to access that equity at the current time.</p>
7	How is information about the policy, practice, service or function publicised?	<p>Through Choice Move at Rykneld Homes, the Council's Housing Options Team and the policy will be published within the CBL Allocations policy and will be available on the Council and Rykneld Homes website or a paper copy can be obtained upon request.</p>

Identifying Potential Equality Issues

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over e.g.: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment.

Race

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race		
	White	English / Welsh / Scottish / Northern Irish / British	No applicant will be treated less favourably than another on the grounds of their race, if any owner occupier requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be awarded.
		Irish	
		Gypsy or Irish Traveller	
		Any other White background	
	Asian / Asian British	Indian	Flexible tenancies may help people who have over £30,000 equity and need to move due to experiencing hate crime, including that which is race related, as this will allow them onto the housing register and be given a flexible tenancy which will help to alleviate their current housing situation and allow them a 2 year period to find alternative accommodation through use of their equity.
		Pakistani	
		Bangladeshi	
		Chinese	
		Any other Asian background	
	Black / African / Caribbean / Black British	African	
		Caribbean	
		Any other Black / African / Caribbean / Black British background	
		Any other ethnicity	
		Arab	
		Any other ethnic group	

Sex / gender

9	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender	
	Female	No applicant will be treated less favourably than another on the grounds of their sex/gender, if any owner occupier requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be awarded. Flexible tenancies may help owner occupiers who have over £30,000 equity and need to move due to them experiencing Domestic Violence and help with their health and wellbeing.
	Male	
	Transgender	Flexible tenancies may help people who have over £30,000 equity and need to move due to experiencing hate crime or harassment, including that which is related to an applicant who is Transgender, as this will allow them onto the housing register and be given a flexible tenancy which will help to alleviate their current housing situation until such a time they can secure alternative accommodation

Age

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
	0-9 years	The policy could potentially benefit a family with children by giving them a 2 year period to release equity in a property and find suitable accommodation.
	10-15 years	The policy could potentially benefit a family with children by giving them a 2 year period to release equity in a property and find suitable accommodation.
	16-18 years	Flexible tenancies may be given if the criteria is met, however as the CBL Allocation Policy states that young people aged 16/17 must be able to satisfy Rykneld Homes, the Council and Children and Young Adults Services that they can sustain a tenancy and have an identified package of support available to them and where necessary the relevant assessments have taken place under the

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
		Derbyshire Joint Protocol on Young People. However it is unlikely that a person of this age is an owner occupier unless in extreme circumstances.
	19-24 years	No applicant aged 18 or over will be treated less favourably than another on the grounds of their age, if any person requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be awarded to help alleviate their current housing need, unless this type of tenancy will have a negative impact on their health and well being.
	25-34 years	
	35-44 years	
	45-54 years	
	55-59 years	
	60-64 years	
	65 years and over	

Disability		
11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Physical or mobility impairments	Owner Occupier applicants with physical or mobility impairments will not be treated less favourably than another applicant, but an assessment may need to take place to determine if this type of tenancy is suitable to meet their needs and will not have a negative impact on their health and wellbeing.
	Sensory (hearing, visual, speech)	No applicant will be treated less favourably than another on the grounds of their sensory impairment, if any Owner Occupier requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be awarded. The policy can be obtained from the council on request in Braille and other formats, also the council's website has the browse aloud function for those applicants that are visually impaired.
	Mental health	Applicants with Mental Health problems, Learning disabilities and non-visible conditions may be offered

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Learning disabilities	a flexible tenancy and will not be treated less favourably than another applicant, but an assessment may need to take place to determine if this type of tenancy is suitable to meet their needs and will not have a negative impact on their health and wellbeing.
	Non-visible conditions such as epilepsy or diabetes	

Religion or belief

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief	
	No religion	No applicant will be treated less favourably than another on the grounds of their religion or belief, if any person requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be awarded.
	Christian	
	Buddhist	
	Hindu	
	Jewish	Flexible tenancies may help people who have over £30,000 equity and need to move due to experiencing hate crime, including that which is related to religion, as this will allow them onto the housing register and be given a flexible tenancy which will help to alleviate their current housing situation within a 2 year period so can secure alternative accommodation.
	Muslim	
	Sikh	
	Any other religion	
	Any other philosophical belief	

Sexual orientation

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation	
	Heterosexual	No applicant will be treated less favourably than another on the grounds of their sexual orientation, if a person requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be awarded.
	Lesbian	
	Gay	
	Bisexual	
	Prefer not to say	Flexible tenancies may help people who have over £30,000 equity and need to move due to experiencing hate crime or harassment, including that which is related to an applicant's sexual orientation, as this will allow them onto the housing register and be given a flexible tenancy which will help to alleviate their current housing situation within a 2 year period so they can secure alternative accommodation.

Other categories

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	Rural / urban	If any owner occupier applicant requires council accommodation and meets the flexible tenancy criteria then a flexible tenancy may be offered.
	Carers	No negative impact on carers
	Child poverty	Flexible tenancies may help owner occupier parents to alleviate child poverty if they are struggling financially in the property they own by having secure/cheaper accommodation for 2 years or until such time equity is released, which will also stop the family from becoming homeless.
	Social value	Flexible tenancies will only be given for 2 years therefore this will mean the tenants must move again to alternative accommodation which could have an impact on the tenants social life for example, friendships, but the flexible tenancy will only be given with the agreement of the applicant and all the conditions will be explained before the agreement is signed.

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	Any other	

Analysing the information and setting equality objectives and targets

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?

Document the evidence of analysis

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer feedback and complaints				
Consultation and community involvement	Member Workshop	A workshop was held at Pioneer House for members consultation on the use of flexible tenancies in September 2013	Members were concerned that some owner occupiers may still be in housing need if excluded from the register due to their inability to access their equity at that point in	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
	<p>Data re owner occupiers applying for Choice Move</p> <p>Legal Consultation</p>	<p>Rykneld Homes</p> <p>Consulted with legal with regards to the legal implications and legislation</p>	<p>time for reasons such as fleeing the matrimonial home due to domestic abuse</p> <p>Number of owner occupiers excluded from Choice Move due to equity levels.</p> <p>Parameters in terms of legislation</p>	Whether or not equity accessible
Performance information including Best Value	Quarterly Stats	Welfare Reforms Monitoring	How many owner occupier applicants have been excluded from the housing waiting list, and the reasons why	None
Take up and usage data				
Comparative information or data where no local information available				
Census, regional or national statistics	Via internet	2011 Census	How many owner occupiers are in the district of NE Derbyshire	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Access audits or other disability assessments				
Workforce profile				
Where service delivered under procurement arrangements – workforce profile				
Monitoring and scrutiny arrangements				

Recommendations and Decisions

Take immediate action by:

Amending the policy, strategy, practice, service or function	
Use an alternative policy, strategy, practice, service or function	
Develop equality objectives and targets for inclusion in the service plan	
Initiate further research	New monitoring process
Any other method (please state)	

All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

Equality Impact Assessment Improvement Plan Summary

Name of policy, practice, strategy, service or function Flexible Tenancy Policy

Department Housing Strategy

Date of assessment 05 June 2014

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome
If policy adopted request more detailed information from Rykneld Homes regarding owner occupier's circumstances and whether or not equity is accessible	Devise monitoring process	Diane Parker/Rykneld Homes	July 2014			

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome

Please state where the departmental electronic assessment will be kept:

...Housing Policy and Tenancy Z drive.....

EIA Assessment Group

Date of assessment	6 th June 2014	
Sub group approval	Yes	
Subject to minor amendments	No	
Date published on corporate website		

Copies of all EIAs are stored on PERFORM.

The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups