



## Equality Impact Assessment

**Carrying out an Equality Impact Assessment (EIA) will help the Council to meet its Public Sector Equality Duties (Equality Act 2010).**

The duties which need to be considered when making decisions are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Failure to assess the equality impact may increase the risk of making an unfair decision which could potentially be discriminatory. It also prevents us from identifying opportunities to promote equality and therefore leaves the Council open to potential legal challenge.

Using this EIA template will help to ensure that a decision is made in a fair way, based on evidence. It provides a clear and structured method to assess the potential impact on protected groups.

For more information how to complete this form please refer to the Guidance which can be found at [S:\Customer Service and Improvement\Improvement\PUB\2. Equality Sharing File\2. Equality impact assessments](#)

<b>Title of policy or proposal</b>	Private Sector Housing Strategy
<b>Briefly describe the aims of the policy change, decision or proposal, the likely outcomes, and the rationale for it</b>	<p>The Private Sector Housing Strategy is the first such strategy that North East Derbyshire Council has published and supports the council's over-arching Housing Strategy by setting out our detailed plans for both home ownership and private rented housing.</p> <p>The Strategy's aim is to work with our partners (including landlords) to improve property conditions and provide access to well managed private sector housing to help meet the housing needs of our residents.</p> <p>The outcomes that will be achieved through this strategy are:</p> <ul style="list-style-type: none"> <li>• Improved property condition across the private sector.</li> <li>• Improved management standards across the private rented sector.</li> <li>• Improved energy efficiency of homes in the private sector.</li> <li>• Reduced number of properties with a Category 1 hazard.</li> <li>• Reduced levels of Anti-Social Behaviour across our neighbourhood.</li> <li>• Reduced number of people presenting as homeless from the Private Rented Sector</li> </ul>

- Improved physical, mental health and wellbeing across the district
- Increased access to the private rented sector to offer accommodation to homeless households.
- Increased supply of high-quality affordable housing for the private rented market.
- Residents living independently for longer.
- Improved targeting of resources to maximise our impact in the private sector.
- Reduced numbers of empty homes across the district.

**Consider the potential impact on any member of staff or member of the public with the following protected characteristics:**

Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.

Also, for issues affecting staff, consider employees who are married or in a civil partnership.

**What information is already held, or have you obtained through consultation or engagement activity?** (For each protected characteristic: What do you know about our employees, service users or anyone else who potentially could be affected by the proposal? Who has been consulted? If you have gaps in your evidence or data, you may need to carry out targeted engagement activity and/ or consider information from local or national research.)

The Strategy will not have any adverse impacts on staff.

The Council Commissioned a Private Sector Stock Condition Survey which provided a robust evidence base to develop a strategic framework for private sector housing. The Strategy was developed in accordance with the survey and with further consultation.

Two survey's were carried out, one with private sector tenants and the other with landlords.

A wider consultation was carried out at the same time as the over arching Housing Strategy, this included the Communities Scrutiny Committee, face to face with internal departments and external stakeholders, online with the public (promoted in the NEWS, website and other social media outlets), via email to Registered Providers, Developers, LA's, DCC, Safeguarding groups and boards, P3, to name but a few.

From the online consultation the majority agreed with the strategic Objectives:

Objective 1 - Improve property and management standards. = 93%

Objective 2- Increasing and improving the supply of good quality, well-managed homes in the Private Rented Sector. = 91 %

Objective 3 - Ensuring that housing standards and living conditions in North East Derbyshire contribute towards better health outcomes for all. = 95%

Objective 4 - Ensuring all areas, neighbourhoods, and streets in North East Derbyshire, irrespective of housing tenure or type, are places where people want to live and

	<p>are proud to live. = 100%</p> <p>Stakeholders, including DCC who attend the Safeguarding groups welcomed the Strategy and the proposals as it will help to identify vulnerable people who are in the private sector get the help they need. It is envisioned that this Strategy will fill a gap in service and create more awareness of Safeguarding with this tenure.</p>
<p><b>After considering the information, which protected groups may potentially be affected?</b> (Delete those not likely to be affected)</p>	<p><b>Age</b></p>
	<p><b>Disability</b></p> <ul style="list-style-type: none"> <li>• Physical/mobility impairment</li> <li>• Sensory: hearing/visual or speech</li> <li>• Mental health</li> <li>• Learning disabilities</li> <li>• Non-visible conditions such as epilepsy/diabetes</li> </ul>
	<p><b>Sex</b></p>
	<p><b>Race including gypsies and travellers</b></p>
	<p><b>Sexual Orientation</b></p>
	<p><b>Religion/Belief</b></p>
	<p><b>Gender Reassignment</b></p>
	<p><b>Pregnancy &amp; Maternity</b></p> <p><b>Marriage &amp; Civil Partnership (for employees only)</b></p>

**Using the information you have, give details of any potential positive and negative impacts on protected groups likely to be affected by the policy change, decision, or proposal**

(For each protected characteristic where there could be a potential impact, consider the following: Could people from any protected groups be positively or negatively affected? Could anyone's ability to take part in public life be affected? Could this policy change, decision or proposal affect public attitudes towards any protected group? Could any groups become more or less likely to be at risk of harassment or victimisation because of this policy change, decision, or proposal? Are there opportunities to create positive impacts?) *(remember that the law permits disabled people to be treated equally or better than other groups to enable reasonable adjustments to be made).*

The nature of the Strategy is to provide positive outcomes, including for the residents with the protected characteristics. The Strategy's aims and objectives will not have or cause any negative impacts, it will fill potential gaps in service provision which will help alleviate the current negative equality impact within this sector.

The Strategy states that Safeguarding training will be given to Landlords this will help them understand their tenants needs and potential issues, including those with disabilities, learning disabilities, mental health issues, older people, younger people, etc. It will create an awareness of hate crime and domestic violence. Tenants with a learning disability are vulnerable to control and coercion which Landlords will be made aware of. Landlords will then be able to identify and report any issues to the correct organization to help their tenants.

In addition other training will be given on any new legislation including, decent homes standards, damp and mold. It will also help them understand how to apply for adaptations for their tenants to help them live independently.


Poor housing is a driver of poor health and growing health inequalities, therefore the Strategy will enable us to work with a range of partners and landlords to bring private housing up to the decent homes standards, in turn this will help residents mental and physical health and well-being.

Good Landlord management is a priority, the Strategy states "we are committed to providing more advice and support to victims of unscrupulous landlords, taking enforcement action against landlords who rent substandard accommodation and exploit vulnerable tenants and those from marginalised groups".

It is envisioned that working more closely with Landlords will increase access to the private rented sector to offer accommodation to homeless households, this includes those with the protected characteristics. Individual risk assessments will be done to ensure the property meets the household needs and is close to their support network.

Any of the above can relate to any of the protected characteristics, therefore any tasks/actions will be assessed on their own merit. No one will be treated less favorable.

<p><b>Give details of any actions that can be taken to promote equality or to lessen any potential adverse impact on protected groups.</b></p>	<p>The Housing Strategy Team has produced a working action plan which will be used to implement the Strategy and ensure any projects are mindful of any adverse impacts on protected groups.</p>
<p><b>What plans are there to monitor and review the actual impact of the policy change, decision, or proposal on equality of opportunity?</b></p>	<p>The action plan will be a working document where the Housing Strategy Team will continuously monitor, look at risks on individual actions associated with projects and amend accordingly.</p>
<p><b>When will follow up review be done?</b></p>	<p>The Strategy will be reviewed at least every three years in although it may be reviewed more frequently as a result of changes in legislation, changes in the Council's corporate vision or as a result of monitoring outcomes.</p>

<b>Based on a consideration of all the potential impacts, mark one of the following as an overall summary of the outcome of this assessment:</b>	
	The equality analysis has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
	The equality analysis has identified risks or opportunities to promote better equality; the change, decision or proposal will be adjusted to avoid risks and ensure that opportunities are taken.
	The equality analysis has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the change, decision or proposal, and its overall financial and policy context.
	The equality analysis shows that the change, decision, or proposal would lead to actual or potential unlawful discrimination or would conflict with the Council's positive duties to an extent which is disproportionate to its objectives. It should not be adopted in its current form.
<b>Explain how the judgement above was reached and action plan what will be taken to reduce any negative or to enhance any positive impacts on equality</b>	
<b>Name(s) and job title(s) of person (people involved in) carrying out this assessment</b>	Diane Parker - Housing Policy and Assurance Officer Gary Smithurst - Housing Housing Strategy & Homelessness Manager Thomas Evans - Housing Strategy Officer
<b>Authorising Director or Assistant Director</b>	
<b>Date authorised</b>	13/01/25
<b>The completed equality impact assessment <u>must</u> be attached to the report that will be considered by the decision maker or decision makers to enable them to give due regard to the impact of the policy, decision, or proposal on protected groups. Also send a copy to <a href="mailto:Amar.Bashir@ne-derbyshire.gov.uk">Amar.Bashir@ne-derbyshire.gov.uk</a></b>	