

# Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

**This assessment may be published on the Authority’s website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.**

## Proposal details

<b>1. Name of the policy or process being assessed</b>	North Tyneside Tenancy Strategy 2020 - 2025	
<b>2. Version of this EIA</b> (e.g. a new EIA = 1)	2.0	
<b>3. Date EIA created</b>	16 September 2020	
	<b>Name</b>	<b>Service or organisation</b>
<b>4. Principal author of this EIA</b>	Fiona Robson	Housing Policy and Development
<b>5. Others involved in writing this EIA</b> <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Paul Worth Toby Hartigan Brown	Housing Operations Housing Operations

**6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?**

This strategy seeks to benefit from the flexibilities for social housing providers (Council and Registered Providers) within the Localism Act 2011. It sets out the expectations for social housing landlords in relation to:

- The kind of tenancies granted;
- The circumstances in which tenancy of a particular kind will be granted;
- Where they can grant tenancies for a certain term, the lengths of terms; and
- The circumstances in which they will grant a further tenancy on the coming to an end of an existing tenancy.

The key aim of this strategy is to provide guidance to registered providers who provide homes in North Tyneside, including our own landlord function to:

- Ensure housing stock meets local housing needs;
- Benefit vulnerable households;
- Enable households to make informed housing choices based on their individual circumstances;
- Strengthen and maintain successful and sustainable communities; and
- Prevent homelessness.

Expected outcomes from registered housing providers of social housing include:

- Tenancies offered provide a level of security for the tenant;
- Affordable rents contribute to the delivery of new homes; and
- A balance of flexibility in social housing promoting settled, sustainable and mixed tenure communities.

**7. Does this proposal contribute to the achievement of the Authority’s public sector equality duty? Will your proposal:**

*Write your answers in the table*

<b>Aim</b>	<b>Answer: Yes, No, or N/A</b>	<b>If yes, how?</b>
Eliminate unlawful discrimination, victimisation and harassment	N/A	This EIA does not specifically cover tenancies, homelessness and affordability and the impacts on public sector equality. Each area has its own Equality Impact Assessment that addresses impacts of equality. This EIA does not cover how the Council will use the reforms introduced in the Localism Act for its own stock. This will form the Tenancy

		Policy, and this will be subject to a separate EIA. The Tenancy Strategy sets out expectations.
Advance equality of opportunity between people who share a protected characteristic and those who do not	N/A	
Foster good relations between people who share a protected characteristic and those who do not	N/A	

## Evidence Gathering and Engagement

### 8. What evidence has been used for this assessment?

Data in relation to rent levels, affordability, homelessness and housing need and supply have been used to help inform this strategy.

### 9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	√
No	

9.b Engagement activity undertaken	With	When
Draft strategy circulated for comment.	Senior Managers Cabinet Members for Housing, Councillors Registered providers of social housing in North Tyneside Residents of North Tyneside	October 2020  May – June 2021

### 9. Is there any information you don't have?

	√	<b>Please explain why this information is not currently available</b>
Yes - please list in section A of the action plan at Q13		
No	√	

## Analysis by protected characteristic

	A	B	C
<b>11. Protected characteristic</b>	<b>Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic?</b> (Answer – Yes or No)	<b>If ‘Yes’ would the <u>potential</u> impact be positive or negative?</b> (Answer – positive or negative)	<b>Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used</b>
<b>All Characteristics</b>			
<b>Sex – male or female</b>	No		There is no specific impact to sex for this strategy. The letting of properties will be in accordance with the individual housing provider allocation policy.
<b>Pregnancy and maternity</b> – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No		

<p><b>Age</b> – people of different ages, including young and old</p>	<p>Yes</p>		<p>The aim of the strategy is to ensure housing providers have regard to it and make best use of their housing stock in North Tyneside.</p> <p>Some properties do have an age restriction to be eligible to reside in them. This will be considered when letting a home in accordance with the individual housing provider allocations policy.</p>
<p><b>Disability</b> – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities</p>	<p>Yes</p>		<p>The aim of the strategy is to ensure housing providers have regard to it and make best use of their housing stock in North Tyneside to meet local housing need. This includes properties for people with a disability who may require additional support including adaptations.</p> <p>The letting of properties will be in accordance with the individual housing provider allocation policy.</p>
<p><b>Gender reassignment</b> - includes trans, non-binary and those people who do not identify with or reject gender labels</p>	<p>No</p>		<p>There is no specific impact to gender reassignment for this strategy. The letting of properties will be in accordance with the individual housing provider allocation policy.</p>
<p><b>Race</b> – includes a person’s nationality, colour, language, culture and geographic origin</p>	<p>No</p>		<p>There is no specific impact to race for this strategy. The letting of properties will be in accordance with the individual housing provider allocation policy.</p>
<p><b>Religion or belief</b> – includes those with no religion or belief</p>	<p>No</p>		<p>There is no specific impact to religion or belief for this strategy. The letting of properties will be in accordance with the individual housing provider allocation policy.</p>

<b>Sexual orientation</b> – includes gay, lesbian, bisexual and straight people	No		There is no specific impact to sexual orientation for this strategy. The letting of properties will be in accordance with the individual housing provider allocation policy.
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<b>Marriage and civil partnership status</b> - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No		
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<b>Intersectionality</b> - will have an impact due to a combination of two or more of these characteristics	No		There is no specific impact to intersectionality for this strategy. The letting of properties will be in accordance with the individual housing provider allocation policy.
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If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 'Outcome of EIA'.

**12.a Can any of the negative impacts identified in Q11 not be removed or reduced?** There are no negative impacts identified in Q11

Yes - please list them in the table below and explain why	
No	

<b>12.b Potential negative impact</b>	<b>What alternative options, if any, were considered?</b>	<b>Explanation of why the impact cannot be removed or reduced or the alternative option pursued.</b>
Age restriction on property		Properties such as bungalows, sheltered accommodation, and some communal entrance apartment blocks have a minimum age restriction on

		them. This is to ensure the property is occupied by those that need it, and tenancy issues do not arise. It is not possible to reduce these minimum age restrictions.
Disability and properties	Not all disabilities are visible or require a property to be modified. The Allocations Policy takes into account the housing requirements of a household whose current home has a negative impact on their health.	



**Action Planning** (you do not need to complete the grey cells within the plan)

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
<b>Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them</b> (please explain below)		Toby Hartigan-Brown	
<b>Section B: Actions already in place to remove or reduce potential negative impacts</b> (please explain below)			
The Allocations Policy is reviewed every two years. This ensures the housing requirements of a household whose current home has a negative impact on their health continue to be considered and an appropriate banding is awarded.		Liz Archer Housing Options	
<b>Section C: Actions that will be taken to remove or reduce potential negative impacts</b> (please explain below)		Toby Hartigan-Brown Housing Services	
There are no negative impacts identified no changes from last Tenancy Strategy			
<b>Section D: Actions that will be taken to make the most of any potential positive impact</b> (please explain below)		Toby Hartigan-Brown Housing Services	
To inform our residents and key partners - Other Housing Providers, Members. Via our website and forums.			

<b>Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented</b> (please explain below)		Toby Hartigan-Brown	Yearly review
We will review this strategy one year after it has been adopted, and subsequent reviews will complement reviews of relevant strategies and policies. Monitoring will include identifying any trends: <ul style="list-style-type: none"> <li>• Housing need;</li> <li>• Homelessness;</li> <li>• The effectiveness of the Allocations Policy;</li> <li>• Registered Provider activity in the borough;</li> <li>• New home developments, including affordable homes; and</li> <li>• Rent levels across all tenures, including affordable rents</li> </ul>			
<b>Section F: Review of EIA to be completed</b>		Toby Hartigan-Brown & Fiona Robson	March 2022 (one year after it has been adopted)

#### 14. Outcome of EIA

Based on the conclusions from this assessment:

<b>Outcome of EIA</b>	<b>Tick relevant box</b>	<b>Please explain and evidence why you have reached this conclusion:</b>
The proposal is robust, no major change is required.	√	The strategy is required to ensure registered providers of social housing in North Tyneside including our own housing management function have regard to how they make best use of their housing stock and the type of tenancy granted.
Continue but with amendments		
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

## Quality assurance and approval

*Questions 15-18 are only for completion by the Corporate Equality Group Member for your service*

<b>15. Do you agree or disagree with this assessment?</b>	Agree	Yes	Disagree	
<b>16. If disagree, please explain:</b>				
<b>17. Name of Corporate Equality Group Member:</b>	Steve Bishop			
<b>18. Date:</b>	19/11/2020			

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

*Questions 19-22 are only for completion by the Head of Service*

<b>19. Do you agree or disagree with this assessment?</b>	Agree	Yes	Disagree	
<b>20. If disagree, please explain:</b>				
<b>21. Head of Service:</b>	Phil Scott			
<b>22. Date:</b>	08/12/2020			

Please return the document to the Author and Corporate Equality Group Member.