

# Equality Impact Analysis

## Assessment Proforma

EIA  
Title:

Tenancy Strategy Update 2020

- 1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

**Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

- 1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

- 2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

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



# Step 1

## **Summarise the subject and expected outcomes of this EIA.**

The modified recommendation in the Tenancy Strategy Update 2020 is to minimise the impact of 'Voluntary Right to Buy' in our rural areas, should the government decide to roll the scheme out nationally. This should have a positive impact in protecting low cost housing in rural areas where there are fewer affordable homes and would prove difficult to replace.

## **Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).**

As this is a minor modification to the Tenancy Strategy there is no requirement to formally consult. However, we consulted our main Registered Providers on this modification and a copy of the Update was sent to all members and councillors in March for comment. No comments were received in relation to this aspect.

Who will be mostly affected by this proposed modification?

- Existing or prospective tenants who may wish to buy their home in the future.
- Registered Providers
- Those seeking affordable housing in their rural communities may be adversely affected if the modification is not approved as it may ultimately reduce low cost housing in rural areas and impact negatively on those on lower incomes.

Outcomes

As the research in the Tenancy Strategy Update 2020 shows, the demand for affordable housing in SLDC area far outstrips supply. Therefore we need to ensure as far as we can to minimise loss of low cost housing to rent through the voluntary right to buy should it be rolled out nationally. This is particularly important in our rural areas where to replace them would prove difficult which is where we focus our recommendation.

If the scheme is implemented it is likely that the government will exempt this scheme for rural areas as with the Right to Buy and Right to Acquire. However we do not know this yet for certain so this recommendation is in case the same exemptions do not apply.

## Step 2 Equality Action Plan

<b>In providing this service, what are the impacts for the following people?</b> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. Socio-economic disadvantage (including rural deprivation, 'rurality')  (See glossary below for definitions)	Positive impacts	Negative impacts	Mitigating actions (to avoid negative impact):	Lead Officer & When	Complete Y/N
Socio- economic disadvantage – those in rural areas may find it difficult to access housing especially affordable housing	Y		This can be monitored at the next review	Housing Strategy and Delivery Specialist Mar 2020	
Age – young people are less likely to be able to afford market value homes in rural areas	y		This can be monitored at the next review	As above	
All other categories – may be less able to afford market housing in rural areas	y		This can be monitored at the next review	As above	

## Step 3

*Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)*

We are required to review The Tenancy Strategy from time to time. This is the first review since it's implementation and will continue to do so on a five yearly basis unless there is a significant change in government policy or legislation.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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### Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It 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, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Socio-economic disadvantage:** This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.