



Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Edward Kingsley

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Head of Section: Ian Platt

Chief Officer: Kevin Adderley

Department: Regeneration, Housing & Planning

Date: 15 November 2012

Section 2: What Council proposal is being assessed?

Wirral's Tenancy Strategy Statement

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes

If 'yes' please state which meeting and what date

Cabinet – 20th December 2012

Please add hyperlink to where your EIA is/will be published on the Council's website

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/regeneration-housing-planning>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)
Registered Providers of Social Housing (RPs) in Wirral and their new tenants.

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Disability	Positive – the Tenancy Strategy recommends that fixed term tenancies will not be used for prospective tenants where the household requires an adaptation to the home which is required for life.				
Age	Positive – the Tenancy Strategy recommends that older people aged 55 and over are not offered Fixed Term Tenancies to ensure stability of tenure during later life.				
Pregnancy & Maternity	Positive – the Tenancy Strategy recommends that where children are part of the household and an offer of a fixed term tenancy property has been made, a tenancy period of longer than five years is considered to ensure continuity of education or where stability is				

	needed for other reasons relating to life chances.				
Socio-economic	Positive – the Tenancy Strategy encourages the use of fixed term tenancies in certain circumstances which should increase the availability of social housing for low income households.				

Section 5a: Where and how will the above actions be monitored?

Registered Providers of Social Housing (RPs) intending to produce Tenancy Policies will be expected to share drafts with the Council to make them aware of their intentions to issue Fixed Term Tenancies. These tenancies will also be monitored through annual Wirral Area Mapping Project (WAMP) returns; RPs will be expected to provide data relating to the tenancies of their properties. Properties with Fixed Term Tenancies advertised through Property Pool Plus and the proposed tenancy types of any new build schemes will also be made aware to us.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

The Tenancy Strategy contains matters to which RPs must have regard in formulating policies relating to:

1. the kind of tenancies they will grant;
2. the circumstances in which they will grant a tenancy of a particular type;
3. where they grant tenancies for a certain term, the lengths of the terms; and
4. the circumstances in which they will grant a further tenancy on the coming to an end of an existing tenancy.

The Strategy therefore aims to ensure there are no negative impacts on protected groups with the introduction of Fixed Term Tenancies. This will be kept under review.

Section 6: What research / data / information have you used in support of this process?

1. Wirral's Housing Strategy 2011-26
2. Strategic Housing Market Assessment 2009 Update
3. Office for National Statistics data
4. Responses from RPs to a questionnaire on their use of fixed term tenancies.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

Consultation with all RPs via questionnaires has already taken place. The draft Strategy will be sent to all for comment and made available on the website for public comment once approved by Cabinet in late December 2012.

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting its legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) Add appropriate departmental hyperlink to where your EIA is/will be published (section 2b)
- b) Include any potential positive impacts as well as negative impacts? (section 5)
- c) Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?

- d) Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?

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