# Equality Impact Assessment Toolkit (April 2014)

## Section 1: Your details

<table>
<thead>
<tr>
<th>EIA lead Officer</th>
<th>Ed Kingsley</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email address</td>
<td><a href="mailto:edwardkingsley@wirral.gov.uk">edwardkingsley@wirral.gov.uk</a></td>
</tr>
<tr>
<td>Head of Section</td>
<td>David Ball</td>
</tr>
<tr>
<td>Chief Officer</td>
<td>David Armstrong</td>
</tr>
<tr>
<td>Directorate</td>
<td>Regeneration and Environment</td>
</tr>
<tr>
<td>Date</td>
<td>31st August 2016</td>
</tr>
</tbody>
</table>

## Section 2: What Council proposal is being assessed?

### Liverpool City Region Tenancy Strategy 2016 – 2019

## Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

<table>
<thead>
<tr>
<th>Yes</th>
<th>If ‘yes’ please state which meeting and what date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cabinet 3rd October 2016</td>
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</tbody>
</table>

Please select hyperlink to where your EIA is/will be published on the Council’s website *(please select appropriate link & delete those not relevant)*

**Regeneration & Environment** *(Environment & Regulation, Housing & Community Safety, Regeneration)*

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 engage@wirral.gov.uk for publishing)
### Section 4:

Could the proposal have a positive or negative impact on any 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.

<table>
<thead>
<tr>
<th>Which group(s) of people could be affected</th>
<th>Potential positive or negative impact</th>
<th>Action required to mitigate any potential negative impact</th>
<th>Lead person</th>
<th>Timescale</th>
<th>Resource implications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability</td>
<td>Positive – the Tenancy Strategy recommends that fixed term tenancies will not be used for prospective tenants with a lifelong need for support that would disadvantage them in securing alternative accommodation and therefore should be offered lifetime tenancies. Positive – a fixed term tenancy will usually be renewed where the property has been adapted to meet the needs of a disabled person and that person still resides in the property and needs the adaptations.</td>
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<tr>
<td>Age</td>
<td>Positive – the Tenancy Strategy recommends that where the tenant is someone over the prevailing state retirement age or where the tenant is residing in older persons’</td>
<td></td>
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</tr>
<tr>
<td>Category</td>
<td>Description</td>
<td></td>
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<td>------------------------------</td>
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<td></td>
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</tr>
<tr>
<td>Accommodation</td>
<td>accommodation, such as sheltered or ‘extra care’ housing, they will not be given a fixed term tenancy.</td>
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<tr>
<td></td>
<td>Positive – a fixed term tenancy will usually be renewed where the tenant would be approaching the prevailing state retirement age within the next three years and the property is suitable for a lifetime tenancy.</td>
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<tr>
<td>Pregnancy &amp; Maternity</td>
<td>Positive – the Tenancy Strategy recommends that where an existing tenancy includes dependents of pre-school age or in full-time education (where children are part of the household), a fixed term tenancy will usually be renewed.</td>
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<tr>
<td>Socio-economic</td>
<td>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.</td>
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</tbody>
</table>
Section 4a: Where and how will the above actions be monitored?

No actions are required.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

The Tenancy Strategy contains matters to which Registered Providers of social housing 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 5: What research / data / information have you used in support of this process?

1. Office for National Statistics data;
2. Responses from RPs to a questionnaire on their use of fixed term tenancies;
3. Continuous Recording of Lettings and Sale in Social Housing in England (CORE);
4. Department of Communities & Local Government Housing Statistics;
5. Property Pool Plus lettings data.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

No

If ‘yes’ please continue to section 7.

If ‘no’ please state your reason(s) why:
Consultation has already been carried out during the development of the new Tenancy Strategy.
(please stop here and email this form to your Chief Officer who needs to email it to engage@ wirral.gov.uk for publishing)

Section 7:  How will consultation take place and by when?

See section 6

Before you complete your consultation, please email your preliminary EIA to engage@ wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting its legal publishing requirements. The EIA will need to 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 4. Then email this form to your Chief Officer who needs to email it to engage@ wirral.gov.uk for publishing.

Section 8:  Have you remembered to:

a) Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)

b) Include any potential positive impacts as well as negative impacts? (section 4)

c) Send this EIA to engage@ wirral.gov.uk via your Chief Officer?

d) Review section 4 once consultation has taken place and sent your updated EIA to engage@ wirral.gov.uk via your Chief Officer for re-publishing?