



## Equality Impact Assessment Toolkit (March 2017)

### **Section 1: Your details**

**EIA lead Officer:** Sue Hooper

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**Head of Section:** Lisa Newman

**Chief Officer:** David Armstrong

**Directorate:** Delivery Services

**Date:** 7<sup>th</sup> August 2018

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

**Introduction of Selective Licensing into four additional areas of the borough**

### **Section 2a: Will this EIA be submitted to a Cabinet or Committee meeting?**

**Yes** If 'yes' please state which meeting and what date

1<sup>st</sup> October 2018

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

**Delivery** (Customer Services, Adult & Disability Services, Community Services, Merseyside Pension Fund, Environmental Services)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2017/delivery>

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

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** Landlords, lettings agents and 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](mailto: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.

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
All	<ul style="list-style-type: none"><li>• The Selective Licensing scheme will apply regardless of all the protected groups.</li><li>• Translation services are available if required.</li><li>• As part of the license application process, landlords need to show that when carrying out any of their business they have not practiced unlawful discrimination</li><li>• Landlords must meet license conditions on how they manage their properties</li></ul>	<ul style="list-style-type: none"><li>• Evidence suggests that private landlords are less likely to spend money adapting properties to meet the needs of disabled people. One of the aims of licensing is to have a better informed landlords and community where they are clearer about their responsibilities and provide appropriate support to disabled</li></ul>	Emma Foley	Ongoing	Associated with the Selective Licensing Budget

		people			
Age	<ul style="list-style-type: none"> <li>The licensing scheme will apply to any owner of a property irrespective of the age of that person (a person under the age of 18 is not permitted to own property in their own right in English Law)</li> </ul>	<ul style="list-style-type: none"> <li>This will have no effect on tenants of properties in the Selective Licensing areas other than to ensure that proper tenancy conditions are in place.</li> <li>A person is not eligible to hold an assured short hold tenancy under 16 years of age</li> </ul>	Emma Foley	Ongoing	Associated with the Selective Licensing Budget
Age, Disability, Race, Gender Reassignment, Religion / belief, Sexual orientation	<ul style="list-style-type: none"> <li>The licensing scheme should have a positive effect on anti-social behaviour over the long term.</li> <li>This may have a positive impact for older people, disabled people, people with a BME origin and those who may be persecuted for their religion or belief, sexual orientation or gender reassignment</li> </ul>		Emma Foley	Ongoing	Associated with the Selective Licensing Budget
Age and Disability	<ul style="list-style-type: none"> <li>Changes to the national welfare system continue to have an impact on the provision in the borough of quality housing options to meet people's needs.</li> <li>Some displacement may occur where households are dependent on benefits and subsequently subject to benefit cap, with the potential for these households to move from high cost rental areas to lower rental areas.</li> </ul>		Emma Foley	Ongoing	Associated with the Selective Licensing Budget

	<ul style="list-style-type: none"> <li>Licensing seeks to mitigate some of these negative consequences by driving up the quality of the private rented sector</li> </ul>				
Race, Religion / belief	<ul style="list-style-type: none"> <li>Selective Licensing may tackle and impact on overcrowding and illegal conversions which may positively or negatively impact on large BME families</li> </ul>	Wirral Council will continue to work with households affected by overcrowding or illegal conversions	Emma Foley	Ongoing	Associated with the Selective Licensing Budget
Workforce	<ul style="list-style-type: none"> <li>The increase in the number of properties in the extended areas will increase the workload for existing staff.</li> </ul>	Ensure staff workload is manageable and review periodically. Potential to increase the number of staff as appropriate.	Emma Foley	Ongoing	Associated with the Selective Licensing budget

**Section 4a: Where and how will the above actions be monitored?**

If the proposed extension of Selective Licensing into four new areas of the borough goes ahead, key actions will be monitored in conjunction with outputs collected and reported on an annual basis and published on the council's website.

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

Whilst as with the existing scheme, there could be some negative impact, the Wirral Plan 2020 sets out a commitment to work together up to 2020 and beyond to achieve the 20 pledges set out including Good quality housing which meets the needs of residents.

The Housing Strategy which supports the Plan, sets out our long term strategic housing direction for Wirral. It sets out how we will work in partnership to deliver the ambitions of the Wirral plan and our housing priorities and is clear that we will work with a wide range of partners and stakeholders to improve the quality, quantity and access to housing and deliver on what matters to local people to ensure Wirral is a great place to live, work and invest.

Selective Licensing aims to assist in delivering this ambition to achieve positive outcomes for all, helping to maintain a healthy private rented sector and good quality homes and management standards. Key to this is the focus on reducing criminal damage, targeting and impacting on high tenancy turnover and addressing empty properties and low demand in these areas.

**Section 5: What research / data / information have you used in support of this process?**

A wide range of evidence from a variety of relevant data sources has been analysed to provide the evidence base for identifying those additional four areas which were most appropriate to areas of Selective Licensing. The evidence used had to demonstrate that an area is experiencing one or more of the following factors:

- low housing demand (or is likely to become such an area);
- a significant and persistent problem caused by anti-social behaviour;
- poor property conditions;
- high levels of migration;
- high level of deprivation;
- high levels of crime.

The evidence produced by Wirral Council has concentrated on indicators which together can demonstrate low housing demand and poor property conditions, which are heavily interlinked.

All data used has been the most recent available for each individual indicator. Some data is identified relates to a snapshot at a moment in time, other data was available by financial year or calendar year and some indicators span more than one 12 month period to provide a fuller dataset.

In addition, an extensive public consultation with landlords, residents, business and stakeholders commenced on 11th December 2014 for a period of 10 weeks with all responses and representations made being analysed and considered as part of the final Business Case for the extension of Selective Licensing into four new areas, presented to Members.

The consultation process itself was significant and wide ranging and included an online questionnaire, press release, website information; social media releases, emails and letters, leaflets and postcards were delivered to all homes within the boundaries and a buffer zone. In addition the Councils One Stop Shops provided information on their plasma screens, along with copies of the questionnaire and posters to draw attention to them as well as posters placed in shops and local businesses in the proposed areas.

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

**Yes**– (please delete as appropriate)

**If 'yes' please continue to section 7.**

**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 [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

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

An extensive public consultation with landlords, residents, business and stakeholders commenced on 11th December 2014 for a period of 10 weeks with all responses and representations made being analysed and considered as part of the final Business Case for the extension of Selective Licensing into four new areas, presented to Members.

The consultation process itself was significant and wide ranging and included an online questionnaire, press release, website information; social media releases, emails and letters, leaflets and postcards were delivered to all homes within the boundaries and a buffer zone. In addition the Councils One Stop Shops provided information on their plasma screens, along with copies of the questionnaire and posters to draw attention to them as well as posters placed in shops and local businesses in the proposed areas.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's 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](mailto: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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**