



# Equality Impact Assessment Toolkit (March 2017)

## Section 1: Your details

**EIA lead Officer:** Alan Lipscombe

**Email address:** alanlipscombe@wirral.gov.uk

**Head of Section:** Lisa Newman

**Chief Officer:** Alan Evans

**Directorate:** Economic and Housing Growth

**Date:** 13<sup>th</sup> January 2020

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

**Selective Licensing**

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

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

...24<sup>th</sup> February 2020.....

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

**Strategy** (Health & Care, Intelligence, Communications, Growth, Health & Wellbeing, Strategy, Environment, Schools Commission, Housing Commission)

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

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

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** (Landlords, letting 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 (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

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 schemes 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 including right to rent checks.</li><li>• Landlords must meet license conditions on how they manage their properties</li><li>• Landlords may increase rents to recoup license</li></ul>	Difficult to mitigate any potential rent increases, although anecdotal evidence suggests that this does not happen to any significant degree despite landlords threatening to pass on the costs to their tenants.	Emma Foley	Ongoing	Associated with the Selective Licensing budget

Age	<ul style="list-style-type: none"> <li>The Selective Licensing schemes does not negatively impact on the issue of age. Selective Licensing and the conditions 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> <li>Selective licensing positively impacts on all ages based on the support that is offered to tenants if they are being disadvantaged by a landlord's action or lack of action due to their age and/or vulnerability</li> </ul>	Selective Licensing scheme will implement compliance visits and follow-up action if license conditions are not being met. This will include tenancy management arrangements. Any license breaches that could disadvantage the tenant will be dealt with as part of the scheme regardless of age. Healthy Homes support will be made available where deemed to be necessary	Emma Foley	Ongoing	Associated with the Selective Licensing budge
Age, Disability, Race, Gender Reassignment, Religion / belief, Sexual orientation	<ul style="list-style-type: none"> <li>The Selective Licensing schemes 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> <li>Landlords not compelled by legislation to undertake adaptations to properties to accommodate disabilities</li> </ul>	Where tenant qualifies for financial support to pay for property adaptations to improve disabled access and landlord refuses to consent to works being undertaken, officers will liaise closely with landlord to facilitate such works	Emma Foley	Ongoing	Associated with the Selective Licensing budget
Age and Disability	<ul style="list-style-type: none"> <li>Licensing seeks to drive up the quality of the private rented sector and assist people to living independently.</li> </ul>	The Healthy Homes team will refer into support services where required e.g. aids & adaptations service, DASS.	Emma Foley	Ongoing	Associated with the Selective Licensing budget
Race, Religion / belief	<ul style="list-style-type: none"> <li>Selective Licensing may tackle and impact on overcrowding and illegal</li> </ul>	Wirral Council will continue to work with households	Emma Foley	Ongoing	Associated with the

	<p>conversions which may positively impact on large BME families, or in some circumstance's families may needed to be supported to find more appropriate accommodation.</p>	<p>affected by overcrowding or illegal conversions and offered appropriate support in terms of priority re-housing under homelessness/allocations policy</p>			<p>Selective Licensing budget</p>
<p>Workforce</p>	<ul style="list-style-type: none"> <li>• The increase in number of properties included in Selective Licensing schemes will diversify the workload for existing staff.</li> <li>• More properties could be identified than estimated once inspection processes commenced.</li> </ul>	<p>Ensure staff are trained and workload is manageable and review periodically. Resources are identified to manage demand/requirements to process applications as appropriate.</p>	<p>Emma Foley</p>	<p>Ongoing</p>	<p>Associated with the Selective Licensing budget</p>

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

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?**

N/A

**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 is analysed to provide the evidence base for identifying those areas which were most appropriate for Selective Licensing. The evidence used must 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 concentrates on indicators which together can demonstrate low housing demand and poor property conditions, which are heavily interlinked.

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

In addition, extensive statutory public consultation with landlords, residents, business and stakeholders is undertaken for each scheme with all responses and representations made being analysed and considered as part of the final Business Case for the specific Selective Licensing schemes, as presented to Members.

The consultation process itself is significant and wide ranging and includes an online questionnaire, press release, website information; social media releases, emails and letters, leaflets and postcards being delivered to all homes within the boundaries and a 'buffer zone' around the areas. In addition, the Council's One Stop Shops provide 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**

**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?**

Extensive statutory public consultation with landlords, residents, business and stakeholders has to be undertaken for each scheme with all responses and representations made being analysed and considered as part of the final Business Case for the specific Selective Licensing schemes, as presented to Members.

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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?**