

Initial equality impact assessment screening form

This form is an equality screening process to determine the relevance of equality to an activity, and a decision whether or not a full EIA would be appropriate or proportionate.

Directorate:	RESOURCES & GOVERNANCE
Service Area:	HOUSING SERVICES
Activity being screened:	HOUSING SERVICES TENANCY POLICY 2025-2030
Officer(s) carrying out the screening:	CLAIRE GARDNER-QUEEN
What are you proposing to do?	A full review of the Tenancy Policy to ensure it assists Housing Services to meet new consumer standards, expectations and legislative requirements, as set out by the Regulator of Social Housing and government.
Why are you proposing this? What are the desired outcomes?	The review is required to ensure that it continues to meet legislative and regulatory standards in relation to the types of tenancy we offer new Council tenants. Regulatory standards state we must publish clear and accessible policies in relation to tenure which set out: • The type of tenancies we offer. • Where we grant tenancies for a fixed term, the length of those. • The circumstances in which we grant tenancies of a certain type. • Any exceptional circumstances in which we grant fixed term tenancies for a term of less than 5 years in general needs accommodation following any probationary period. • The circumstances in which we will grant tenancies of a particular type. • The circumstances in which we may or may not grant another tenancy on the expiry of the fixed term, in the same property or in a different property. • The way in which a tenant or prospective tenant may appeal against or complain about the length of fixed term tenancy offered and the type of tenancy offered, and against a decision not to grant another tenancy on the expiry of the fixed term.

	• Our policy on taking into account the needs of those households who are vulnerable by reason of age, disability or illness, and households with children, including through the provision of tenancies which provide a reasonable degree of stability. • The advice and assistance we will give to tenants on finding alternative accommodation in the event that we decide not to grant another tenancy. • Our policy on granting discretionary succession rights, taking account of the needs of vulnerable household members. Further types of properties have been added to the list of those where a flexible tenancy (a tenancy for a fixed term) is offered as standard. This has increased from properties with adaptations over £6,500 and those within a regeneration area to also include the following: • Rent to Buy Properties (homes which must be bought after a 5-year tenancy period) • Rural properties. This is to ensure that we can make the most efficient and effective use of our accommodation stock and to ensure that reviews are completed every 5 years to ensure they still meet the requirements of the household. We must also develop and deliver services that seek to address under-occupation and overcrowding in our homes and focussed on the needs of our tenants. This review includes the addition of the new “Rightsizing” offer to tenants who live in larger properties and who may wish to downsize, and the support and assistance offered to them.
Does the activity involve a significant commitment or removal of resources? Please give details	No, this is a review of the existing policy. Resources are already in place.

Is there likely to be an adverse impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or any other socially excluded groups?

As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics?
- Does the activity relate to functions that previous consultation has identified as important?
- Do different groups have different needs or experiences in the area the activity relates to?

If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate.

Protected characteristic	Yes	No	Don't know/ Info not available
Age		x	
Disability		x	
Sex (gender)		x	
Race		x	
Sexual Orientation		x	
Religion or belief		x	
Gender reassignment		x	
Pregnancy or maternity		x	
Marriage or civil partnership		x	
Other			
Carer (unpaid family or friend)		x	
Low Income		x	
Rural Location		x	
Does the activity relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	Yes, this policy review impacts all prospective and current Council tenants, however there is no adverse effects on them, with flexible, secure and introductory tenancies being protected by Housing law. The introduction of the "rightsizing" offer is not a mandatory requirement for tenants in larger homes to downsize but more an incentive to do so. It may also apply more to older tenants; however this is not a mandatory requirement and will assist us to meet the needs of older tenants better and help us to deal with under-occupation, so would have a positive impact across the waiting list and to those under-occupying. Adapted properties will be offered on a flexible tenancy basis, however if the property continues to meet the household needs, we will always renew the tenancy. Rural properties will be offered on a flexible tenancy basis, however if the property continues to meet the household needs, we will always renew the tenancy.		

Will the activity have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.		No		
Decision (Please tick one option)	EIA not relevant or proportionate:	x	Continue to full EIA:	
Reason for Decision		Whilst the policy effects all prospective and current tenants there are no adverse impacts on them.		
Signed (Assistant Director)				
Date		26/08/25		