

Equality Impact Assessment Form

An equality impact assessment (EIA) is an evidence-based approach designed to help organisations ensure that their policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers any service changes, strategic, and operational activities.

The Councils are committed to promoting equality and participation in all their activities, whether this is related to the work we do externally or whether this is related to our responsibilities as an employer

By completing this form, you will provide evidence of how your service is helping to meet South Oxfordshire and Vale of White Horse District Council's General Equality duty:

The Equality Act 2010 states that:

A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in section 3

Guidance can be found at: ([Guidance.docx](#))

Section 1: Summary details

Service Area	Housing and Environment
What is being assessed (e.g. name of policy, service, strategy, function, or proposed service change).	Housing Enforcement Policy
Is this a new or existing policy, service, strategy or function?	New policy
Summary of assessment Briefly summarise the change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>The aim of the Housing Enforcement Policy is to provide a clear, consistent and transparent policy that outlines the councils approach to enforcing housing standards.</p> <p>The policy aims to help improve the standard of rented accommodation in the districts.</p> <p>There is no negative equalities impact on strengthening enforcement action to improve housing standards.</p> <p>The policy supports vulnerable households or potentially households with protected characteristics by ensuring that properties are rented to tenants in an acceptable condition.</p>
Completed By	Phil Ealey
Authorised By	
Date of Assessment	22 January 2024

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the change, including reasons for any changes from previous versions.</p>	<p>It is a corporate objective for South and Vale to address housing need and to increase the supply of affordable housing. By taking appropriate enforcement action against landlords, the council will be protecting and improving the standards of rented properties.</p> <p>The Housing Enforcement Policy will contribute to achieving the objective by working with tenants and landlords to meet acceptable housing standards as set out in the policy. The normal approach will be to offer advice and support to ensure compliance with the policy. However, enforcement actions are an option if owners are not co-operative.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The Housing Enforcement Policy is needed to provide guidance to Officers, landlords, tenants and managing agents on the rented housing standards expected by the councils.</p> <p>The policy sets out what enforcement actions are available to the council and the circumstances in which actions will be taken.</p> <p>By adopting a pro-active approach supported by the policy, the intention is to improve housing standards that will often involve protecting vulnerable tenants.</p>

<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities, or groups.</p>	<p>The Private Sector Housing team received 282 complaints from tenants regarding their property between September 2022 and September 2023.</p> <p>The Housing Enforcement Policy will increase the enforcement options available to Officers to take appropriate action against landlords who are renting out properties that do not meet the minimum standards set out in the policy.</p>
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Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Marriage & Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a

Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a
Religion or Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact by protecting tenants with this characteristic from sub-standard housing conditions.	n/a	n/a	n/a

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact on rural communities by protecting tenants in these areas from sub-standard housing conditions.	n/a	n/a	n/a
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Enforcement Policy will have a potential positive impact on areas of deprivation by protecting tenants in these areas from sub-standard housing conditions.	n/a	n/a	n/a

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable			

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable			
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable			

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Action plan

Action plan (add additional lines if necessary) You must monitor implementation of the action plan until all of the actions are complete. It needs to include any action that has been identified – evidence requirements, consultation needed or options for mitigating any impact. What resources are required? Please add additional lines where necessary.


Action(s)	Lead Officer	Resource	Timescale
There are no negative equalities impact resulting from the Housing Enforcement Policy.	n/a	n/a	n/a

Is there is anything else that you wish to add?

The Housing Enforcement Policy will benefit households with protected characteristics by increasing the quality of rented accommodation and protecting often for vulnerable and low-income tenants.

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where a negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the Council and that I/we take responsibility for the completion and quality of this assessment.

Completed By:	Phil Ealey	Role:	Housing Needs Manager	Date:	17/01/2024
Line Managers signature:				Date:	17/01/2024
Reviewed by Equality Officer	Trina Mayling		Date:	1/2/24	