

Appendix 6 – Equalities Impact Assessment

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

<p>Under the Equality Act 2010 Protected characteristics are Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Page 6 of guidance. Other areas to note see guidance appendix 1</p>	
<p>Name of policy, service or function. If a policy, list any associated policies:</p>	<p>Selective Licensing of Private Rented Accommodation in Thurcroft and Parkgate</p>
<p>Name of service and Directorate</p>	<p>Regulation and Enforcement, Regeneration and Environment Directorate</p>
<p>Lead manager</p>	<p>Lewis Coates, Head of Regulation & Enforcement</p>
<p>Date of Equality Analysis (EA)</p>	<p>21.2.19</p>
<p>Names of those involved in the EA (Should include at least two other people)</p>	<p>Matthew Finn, Community Protection Manager Elena Hodgson, Research Officer</p>
<p>Aim/Scope (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1</p> <p>The overall aim of this policy is to introduce Selective Licensing of private rented housing in specific areas of the borough to help address high levels of deprivation through ensuring higher standards of management of private rented property and securing the health of tenants in relation to housing conditions.</p> <p>Following analysis of the data relating to deprivation along with environmental, crime and anti-social behaviour indicators for the areas considered, two specific parts of Thurcroft and Parkgate have been proposed for licensing. These are indicated in the maps in Annex 1.</p>	
<p>What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? See page 7 of guidance step 2</p> <p>The demographic data available shows:</p> <p>There are 407 privately rented properties likely to be licensable across the two areas. The indices of multiple deprivation place the two Local Super Output Areas which they are within, as being of the 20% most deprived in the country.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings) See page 7 of</p>	<p>A 10 week statutory consultation took place with the following activity:</p> <ul style="list-style-type: none"> Comprehensive website with access to all the information available on the proposals along

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<p>guidance step 3</p>	<p>with an online consultation questionnaire</p> <ul style="list-style-type: none"> • Paper questionnaires and information booklets sent to every household and business address within the proposed areas and a buffer zone around the areas. • Letters to 2,500 landlords, including all landlords who own or manage property in the proposed areas and the buffer zone around them, along with all current housing licence holders. • Press releases and social media posts • Emails to landlord and tenant representative associations and groups • A tenant and landlord drop in event in each area and a central Rotherham drop in event. <p>The consultation received 366 responses (8%) and found that most residents were in favour with the majority of landlords against the proposals.</p>
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<p>Engagement undertaken with staff about the implications on service users (date and group(s) consulted and key findings) See page 7 of guidance step 3</p>	<p>Officers from across the council have been involved in the development of the policy and have been consulted as part of its development. This has included the relevant Senior Management Teams, Directorate Management Teams, and Strategic Leadership Team, the existing selective licensing officers and wider Regulation and Enforcement service.</p> <p>Reports have been submitted to local Ward members, the Cabinet and Cabinet Member as part of the decision making process to embark on the consultation.</p>
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The Analysis

<p>How do you think the Policy/Service meets the needs of different communities and groups? Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity . Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 and page 8 of guidance step 4</p> <p>The objectives of a designation in should be based on the evidence on which the designations are made and these should be to:</p> <ul style="list-style-type: none"> • Improving the housing conditions and management of property to remove Category 1 and serious Category 2 health and safety hazards to contribute to reducing the health deprivation in each area; and
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- Contributing to enforcement measures to reduce environmental, problems, anti-social behaviour and crime.

Analysis of the actual or likely effect of the Policy or Service:

See page 8 of guidance step 4 and 5

Evidence from the current Selective Licensing designations in Eastwood, Masbrough, Dinnington and Maltby show that licensing can bring in significant improvements to management standards and the health and safety of rented housing and these designations are likely to have a similar effect. This effect is expected to be more immediate than previously due to better information about the private rented sector in these areas and existing management systems in place to ensure the scheme is a success.

Poor housing conditions and excessively cold and damp properties have significant health impacts on occupiers, in addition to the physical safety risks to tenants of poorly maintained property.

The private rented sector is growing in response to the demand for lower cost housing outside of the social rented sector, and the Council is committed to supporting and promoting private landlords to provide quality and affordable housing. However, there are concerns that standards within the private rented sector are falling below the minimum expected under the Housing Act 2004.

Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics

There are no problems or barriers for communities or groups. Each licence fee is borne by the landlord. It is feasible that rents could increase but the Council has no evidence that this has happened under the current licensing schemes elsewhere in Rotherham. It is likely to result in some landlords choosing to leave the market and a displacement of some tenants, however there is a large private rented market in each area and it is likely to resulting tenancies in properties with better conditions.

Although there is a licence fee to pay and likely improvement works for landlords to fund, there is no impact on any protected characteristic. These issues and any defects in the properties should be managed by landlords already and this regulatory regime simply formalises the monitoring and enforcement of that duty.

Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics

Often tenants are reluctant to come forward for help fearing eviction. The policy will support tenants in ensuring that their housing is improved where necessary without them making a complaint and putting their tenancy at risk.

What affect will the Policy/Service have on community relations? Identify by protected characteristics

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The introduction of Selective Licensing should have a positive effect on community relations as there are a number of potential benefits for landlords, residents, tenants, businesses, and the wider community.

The potential benefits for landlords of a Selective Licensing scheme will be:

- more informed and responsible tenants,
- cheaper long term maintenance bills for properties,
- reduced crime and vandalism,
- reduced levels of fly tipping and waste issues,
- more involved landlords sharing good practice,
- more desirable communities attracting higher sale values for properties.

The benefits to the wider community, Rotherham Council and partners are:

- lower levels of deprivation in these communities,
- reductions in ASB and Crime,
- potential savings in reactive enforcement work across the Council and service partnership;
- a more “professional” landlord community in these areas.

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

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Equality Analysis Action Plan - See page 9 of guidance step 6 and 7

Time Period ...2019-20

Manager:...Matthew Finn..... Service Area: Regulation and Enforcement..... Tel:...01709 823134.....

Title of Equality Analysis:

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
Pre-launch review		May 2019
Annual Review through the life of the scheme		April 2020
Endeavour during the life of the scheme to compile an accurate as possible profile (including socio-economic characteristics)of tenants, landlords, licence holders and agents to advise the annual Equality Assessment review.		Ongoing and reported in annual review
Name Of Director who approved Plan	Tom Smith	Date

*A = Age, C= Carers D= Disability, S = Sex, GR Gender Reassignment, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

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Website Summary – Please complete for publishing on our website and append to any reports to Elected Members SLT or Directorate Management Teams

Completed equality analysis	Key findings	Future actions
<p>Directorate: Regeneration & Environment</p> <p>Function, policy or proposal name: Selective Licensing in Thurcroft and Parkgate</p> <p>Function or policy status: New (new, changing or existing)</p> <p>Name of lead officer completing the assessment: Matthew Finn</p> <p>Date of assessment:: 21/2/19</p>	<p>To introduce Selective Licensing of private rented housing in two areas of the borough suffering from high levels of deprivation in terms of health, environmental and crime statistics and to improve management and safety standards in those properties, with the aim of improving outcomes for local people</p>	<ul style="list-style-type: none"> • Pre-launch review • Annual review • Ongoing profile compilation of protected characterises and socioeconomic factors to feed into the annual review.