

# Equality Analysis



Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet  
Text in blue is intended to provide guidance – you can delete this from your final version.

What are the proposals being assessed?	Introduction of Civil Penalties
Which Department/ Division has the responsibility for this?	Community and Housing

## Stage 1: Overview

Name and job title of lead officer	Steve Langley – Head of Housing
1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc)	The Housing and Planning Act 2016 introduces new enforcement powers to tackle the private rented sector, specifically those landlords and managing agents that are letting out unsuitable and/or dangerous properties as well as unlicensed properties that can impact upon the quality and safety of tenant's lives and the wider community. This proposal is to enable introducing the Civil Penalty Notices for Housing. The adoption of the Civil Penalties will explant upon the current use of enforcement powers by enabling the council to take costs effective and proportionate enforcement action against landlords and property agents for specific housing offences. In addition any monies raised through Civil Penalties will be specifically used to further the council's enforcement activities covering the private rented sector.
2. How does this contribute to the council's corporate priorities?	The introduction of civil penalties will support the council's performance of its statutory duties under the Housing Act 2004 by seeking to raise standards in the private rented sector.  The proposals also contribute to providing value for money and improving processes.
3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	Customers are private sector tenants, and landlord and their agents. Overall these proposals will have a positive impact on tenants of the private rented sector. It will also aim to assist good landlords and their agents by providing more efficient enforcement against those that seek to exploit the law to the detriment of others. The council benefits from having a clear enforcement policy in line with statutory requirements.
4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility?	n/a

## Stage 2: Collecting evidence/ data

### 5. What evidence have you considered as part of this assessment?

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

The introduction of Civil Penalties has the potential to improve the situation for all areas of the community as it directly targets those that seek to exploit or ignore the law.

The results of enforcement may lead to certain premises being stopped from being rented out, due to not meeting minimum standards and assistance being given to the occupants that these could be of any age, race, disability etc, but does ensure that they are subject to acceptable living conditions as is their human right.

## Stage 3: Assessing impact and analysis

### 6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

Protected characteristic (equality group)	Tick which applies		Tick which applies		Reason Briefly explain what positive or negative impact has been identified
	Positive impact		Potential negative impact		
	Yes	No	Yes	No	
Age	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
Disability	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
Gender Reassignment	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
Marriage and Civil Partnership	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.

<b>Pregnancy and Maternity</b>	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
<b>Race</b>	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
<b>Religion/ belief</b>	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
<b>Sex (Gender)</b>	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
<b>Sexual orientation</b>	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.
<b>Socio-economic status</b>	Y			Y	There is no evidence to show these powers will have a potential impact on this characteristic. These powers are statutorily introduced but complement existing powers and the statutory requirements around them.

7. If you have identified a negative impact, how do you plan to mitigate it?

The introduction of civil penalties will have a positive effect on the protected characteristics, so there is no need to take mitigating actions.

**Stage 4: Conclusion of the Equality Analysis**

8. Which of the following statements best describe the outcome of the EA (Tick one box only)

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

**Outcome 1** – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed. **No changes are required.**

**Outcome 2** – The EA has identified adjustments to remove negative impact or to better promote equality. **Actions you propose to take to do this should be included in the Action Plan.**

**Outcome 3** – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully. **If you propose to continue with proposals you must include the justification for this in Section 10 below, and include actions you propose to take to remove negative impact or to better promote equality in the Action Plan. You must ensure that your proposed action is in line with the PSED to have ‘due regard’ and you are advised to seek Legal Advice.**

**Outcome 4** – The EA shows actual or potential unlawful discrimination. **Stop and rethink your proposals.**

## Stage 5: Improvement Action Pan

### 9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

Negative impact/ gap in information identified in the Equality Analysis	Action required to mitigate	How will you know this is achieved? e.g. performance measure/ target)	By when	Existing or additional resources?	Lead Officer	Action added to divisional/ team plan?

Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.

## Stage 6: Reporting outcomes

### 10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome [1](#) Assessment

[The introduction of civil penalties will have a positive effect on the protected characteristics, so there is no need to take mitigating actions.](#)

**Stage 7: Sign off by Director/ Head of Service**

<b>Assessment completed by</b>	<a href="#">Add name/ job title</a>	<b>Signature:</b>	<b>Date:</b>
<b>Improvement action plan signed off by Director/ Head of Service</b>	<a href="#">Add name/ job title</a>	<b>Signature:</b>	<b>Date:</b>