

# Durham County Council Equality Impact Assessment

**NB:** The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

## Section One: Description and Screening

<b>Service/Team or Section</b>	REAL – Housing Solutions
<b>Lead Officer</b>	Joanne Thompson
<b>Title</b>	Project Co-ordinator
<b>MTFP Reference (if relevant)</b>	NA
<b>Cabinet Date (if relevant)</b>	17 <sup>th</sup> October 2019
<b>Start Date</b>	15 <sup>th</sup> March 2019
<b>Review Date</b>	?

## Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

Selective Licensing was introduced under part 3 of the Housing Act 2004 which allows local authorities to designate an area or areas for selective licensing, providing certain criteria are met.

Landlords operating in a selective licensing area would need to apply to the local authority for a licence and prove they are a "fit and proper person".

The Council recognises that most landlords provide good quality accommodation that it managed correctly however there are some private rented properties that are in poor condition and poorly managed.

The Council is now considering introducing selective licensing across the County and has given approval for the detailed work to be carried out and produce a business case. The result of this work, along with any proposals will be submitted to cabinet later in the year.

The Introduction of selective licensing is intended to improve management standards and property conditions in the private rented sector as well as allowing the Council to tackle anti-social behaviour, poor property conditions, crime and deprivation.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

General public, private landlords, managing agents/estate agents, private rented tenants, local community, landlord associations, local businesses, Police, Fire and Rescue Service

### Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?

Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	N	?
Disability	N	?
Marriage and civil partnership (workplace only)	N	?
Pregnancy and maternity	N	?
Race (ethnicity)	N	?
Religion or Belief	N	?
Sex (gender)	N	?
Sexual orientation	N	?
Transgender	N	?

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

Private Sector landlords and their tenants in the proposed areas will be affected though we anticipate that most residents will be positively affected by the proposal

Vulnerable tenants on low incomes could be affected as landlords may increase rents as a direct result of licence fee

Landlords may evict tenants legally or illegally to prevent them having to obtain a licence or may decide to sell the property. This could also result in tenant displacement

Properties which do not meet required standards could incur improvement notices or prohibition orders. Landlords may sell or leave property empty rather than carry out the improvements

Households living in overcrowded conditions would need to be found alternative appropriate accommodation which may impact on housing services

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

The scheme aims to improve the quality of accommodation and management in the private rented sector. Tenants will benefit from the additional requirements imposed on licenced landlords.

There is also a rationale within the provisions of the licensing scheme for the elimination of discriminatory practices by landlords.

Aims to assist with community cohesion and tackle exclusion

Improves quality of life by reducing anti-social behaviour and environmental issues such as fly tipping.

## Evidence

What evidence do you have to support your findings?  
Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

The Private Rented Sector has grown in size over the last two decades and is likely to continue to grow in order to meet housing need. It is now the second largest tenure group

One of the key tenant groups in the private rented sector are single males, 60% of representations to Housing Solutions for assistance came from this group in the last year.

Single parents with young children and ethnic minority residents are also over presented in the private rented sector as well as disproportionate levels of families with young children. (Rugg Report)

Properties in the private rented sector are more likely to be in poor condition, and tenants are often reluctant to ask for repairs for fear of eviction. The private rented sector has higher levels on non-decent homes than those in the owner occupied and social housing sector.

Selective Licensing is likely to have a positive impact as some of these groups are more likely to be living in private rented accommodation and will benefit from the improvements to their living conditions this scheme aims to deliver.

## Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	

No evidence of actual or potential impact on some/all of the protected characteristics?	
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**Sign Off**

Lead officer sign off:	Date:
Service equality representative sign off:	Date:

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

## Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: <b>Age</b>		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: <b>Disability</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Marriage and civil partnership (workplace only)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Pregnancy and maternity</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Race (ethnicity)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Religion or belief</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Sex (gender)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Sexual orientation</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Transgender</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

## Section Three: Conclusion and Review

### Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

Will this promote positive relationships between different communities? If so how?

### Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?

### Review

Are there any additional assessments that need to be undertaken? (Y/N)

When will this assessment be reviewed?  
Please also insert this date at the front of the template

### Sign Off

Lead officer sign off:

Date:

Service equality representative sign off:

Date:

Please return the completed form to your service equality representative and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)