

## Equality, Diversity, Cohesion and Integration Impact Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: Communities, environment and housing</b>	<b>Service area: Neighbourhood Services</b>
<b>Lead person: Kathryn Bramall</b>	<b>Contact number: 0113 37 81110</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> 14/3/24	

<b>1. Title: Tenancy Strategy for Leeds 2024</b>
Is this a:
<input checked="" type="checkbox"/> <b>Strategy</b> <input type="checkbox"/> <b>Policy</b> <input type="checkbox"/> <b>Service</b> <input type="checkbox"/> <b>Function</b> <input type="checkbox"/> <b>Other</b>
Is this:
<input checked="" type="checkbox"/> New/ proposed <input type="checkbox"/> Already exists and is being reviewed <input type="checkbox"/> Is changing
(Please tick one of the above)

### 2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Kathryn Bramall	LCC	

**3. Summary of strategy, policy, service or function that was assessed:**

The Localism Act requires local authorities to publish a Tenancy Strategy. This document is used by Registered Providers when they develop their own tenancy policies which set out their management procedures in more detail. This EIA focuses on the council's decisions in relation to the Tenancy Strategy.

The Tenancy Strategy makes reference to the needs of specific customer groups, for example, older, disabled and vulnerable tenants.

The Tenancy Strategy sets out the matters to which Leeds' Registered Providers must have regard to when developing their policies:

**Flexible Tenancies**

- The council does not offer flexible tenancies and uses introductory tenancies (which will normally become secure tenancies). Any decision to introduce flexible tenancies would only be taken following an options appraisal, stakeholder consultation and relevant approval.
- However, the council recognises that Registered Social Landlords are free to introduce flexible tenancies. In this instance, the Tenancy Strategy provides guidance on the factors they should have regard to and sets out situations where the council does not support the use of flexible term tenancies, including for disabled tenants.

**4. Scope of the equality, diversity, cohesion and integration impact assessment**  
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

**4a. Strategy, policy or plan**

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input checked="" type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

**Please provide detail:**

**4b. Service, function, event**

please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
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A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input type="checkbox"/>
<b>Please provide detail:</b>	

**5. Fact finding – what do we already know**  
 Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.  
 (priority should be given to equality, diversity, cohesion and integration related information)

A copy of the refreshed version of the Tenancy Strategy was sent to Registered Providers in Leeds for comment in late 2022.

The council manages approximately 54,000 properties and the Registered Providers manage a further 16,000 properties in Leeds.

The Localism Act give local authorities and Registered Providers a number of new powers to change the way they manage their stock. The majority of changes to tenure type will only apply to new social housing tenants. Other changes which would involve reviewing the council's lettings policy or tenancy agreement would be subject to further consultation and separate approval.

**Are there any gaps in equality and diversity information**  
**Please provide detail:**  
 The council does not hold equality information about Registered Providers' tenants.

**Action required:**  
 Registered Providers are expected to complete an equality impact assessment of their tenancy policies.

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes       No

**Please provide detail:** The council consulted on the refreshed Tenancy Strategy with Registered Providers in Leeds.

**Action required:** Further consultation would be required for changes to the council's lettings policy or tenancy agreement.

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

- |  |  |  |
|--|--|--|
| <input checked="" type="checkbox"/> Age                  | <input checked="" type="checkbox"/> Carers             | <input checked="" type="checkbox"/> Disability         |
| <input checked="" type="checkbox"/> Gender reassignment  | <input checked="" type="checkbox"/> Race               | <input checked="" type="checkbox"/> Religion or Belief |
| <input checked="" type="checkbox"/> Sex (male or female) | <input checked="" type="checkbox"/> Sexual orientation |  |
| <input checked="" type="checkbox"/> Other                |  |  |

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

**Please specify:** Income

**Stakeholders**

- |  |   |                                       |
|--|---|---------------------------------------|
| <input checked="" type="checkbox"/> Services users   | <input type="checkbox"/> Employees          | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners   | <input checked="" type="checkbox"/> Members | <input type="checkbox"/> Suppliers    |
| <input checked="" type="checkbox"/> Other: Tenants and customers on the Leeds Homes Register |   |                                       |

**Potential barriers.**

- |   |   |
|---|---|
| <input type="checkbox"/> Built environment services               | <input type="checkbox"/> Location of premises and     |
| <input checked="" type="checkbox"/> Information and communication | <input checked="" type="checkbox"/> Customer care     |
| <input type="checkbox"/> Timing                                   | <input type="checkbox"/> Stereotypes and assumptions  |
| <input type="checkbox"/> Cost                                     | <input type="checkbox"/> Consultation and involvement |

**specific barriers to the strategy, policy, services or function**

**Please specify**

Registered Providers should publish their policies on their website and make copies available free of charge to anyone who requests a copy.

**8. Positive and negative impact**

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

**8a. Positive impact:**

**Flexible tenancies**

- The council will maintain the use of introductory and secure tenancies in its stock meaning new tenants enjoy same terms as existing tenants, and encourages Registered Providers to offer the most secure form of tenancy in the majority of situations
- The strategy includes the factors that any provider considering introducing flexible tenancies should take into account when implementing and reviewing them, including protection for vulnerable customers. Examples include offering disabled and older tenants more secure forms of tenancy rather than a flexible tenancy. This will assist tenants to maintain their independence in their own home.

**Action required:**

- Publication of the final Tenancy Strategy and circulation to Registered Providers

**8b. Negative impact:**

**Flexible tenancies**

- The use of Flexible tenancies mean landlords can make better use of stock by moving households if their circumstances have changes and could help reduce under occupation, however, this is dependent on suitable alternative accommodation being available and involves a considerable administrative burden to manage.

**Action required:**

- n/a

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes

No

**Please provide detail:**

Action required: n/a

**10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?**

Yes  No

Please provide detail:

Action required: n/a

**11. Could this activity be perceived as benefiting one group at the expense of another?**

Yes  No

Please provide detail:

Action required: n/a

**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
Publication of the final Tenancy Strategy	April 2024	Tenancy Strategy approved and shared with Registered Providers	K Bramall

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

<b>Date sent to Equality Team</b>	
<b>Date published</b>	