

# SSDC Equality Analysis Template (2017)

## Page 1: What is Equality Analysis?

Q1. Q1.1 Please describe the change that is the subject of this EqA i.e. the introduction of a new, or significant change to an existing, policy strategy, service or function .

New policy on Private Sector housing enforcement and associated charges including new civil penalties. This policy relates to how housing conditions within the private sector will be dealt with and what landlords can expect. The policy relates mainly to landlords and what they can expect from the local authority.

## Page 2: EQUALITY ANALYSIS (EA)

Q2. Q2.1 What information have you used to analyse the effects on equality, particularly in relation to protected groups?

Consultation sent to 200 private sector landlords and posted on SSDC Website. 9 responses (19 viewed it) received. There was a specific question about equality and the impact the new policy and penalties would have on groups with the protected characteristics. As the policy relates to enforcement action that could be taken against landlords if enforcement is required this is the sector that have been consulted

Q3. Q2.2 What has this information told you about the potential effect on equality, particularly in relation to the protected groups?

8 said no impact, 1 raised questions about general disability provision by private landlords, but that is outside the scope of the policy, which is about standard of housing rather than provision

Q4. Q2.3 The Equality Act Aims to: Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relations With these three aims in mind, what is your assessment of the likely impact of the policy, strategy, service or function on the following?:

	Likely to benefit (Positive Impact)	Likely to disadvantage (Negative Impact)	No specific impact
People from different age groups			X
Men or women			X
Women who are pregnant or have recently given birth			X
People who have undergone, are proposing or are undergoing gender reassignment			X
People with disabilities or carers			X
People from different religions, belief or faith (including those with no belief)			X
People of different race or ethnicity			X
People who are lesbian, gay or bisexual			X
Marriage/Civil Partnership			X
People who are serving or have served in the armed forces and their families* (* this group is not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion)			X

Q5. Q2.4 Where you have indicated a Positive or Negative Impact in Q2.3, please describe in more detail what the specific Impacts are.

N/A

Q6. Q2.5 What actions will be, or have been taken to either mitigate any negative impacts or create a positive impact as identified in Q4?

N/A

Q7. Q2.6 If there is a need to review the EqA, when do you propose to do this?

\* 01/04/2019

Q8. Q2.7 How will you monitor the impact that the decision or policy has had on protected groups?

We will review any issues that landlords may raise with us as the policy is implemented regarding any of the protected characteristics, that we have not foreseen. The policy can be revised as required

Q9. Q3.1 Date and name of Officer Completing the EqA

\* 15/06/2018

**Name of Officer Completing the EqA and Date Completed**

Vicki Dawson

Q10. Q3.2 Date and name of the Line Manager/Senior Manager approving the EqA

\* 15/06/2018

**Name of the Line Manager approving the EqA**

Nigel Marston

Q11. Q3.3 Date and Name of the Equality Coordinator signing off the EA

\* 24/07/2018

**Name of the Equality Coordinator**

Dave Crisfield

Q12. Q3.4 Any Comments

The new policy and penalties should have a positive affect on all tenants including those with protected characteristics as it sets out how we will enforce standards in private rented accommodation