

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Tenant & Leaseholder – Cease the use of Flexible Tenancies & revert to Secure Tenancies

Description of what is being impact assessed

What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

To cease the use of flexible tenancies and revert back to secure periodic tenancies. This will effect current tenants who currently hold a flexible tenancy, those secure tenants who wish to make amendments to their tenancy and those wishing to become a DBC tenant.

If adopted, this could impact on staff, dependent on how the change would be implemented

As this proposal would affect a cross-section of society it is not particular to any specific characteristic, the change would encompass all characteristics.

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.

Information from national reports from MHCLG, articles from Inside Housing/shelter, initial results from tenants as part of a consultation being undertaken. The proposals will improve the tenure for tenants, which is viewed as a positive. It would benefit those tenants that have vulnerabilities or disabilities as it means they would hold a “lifetime” tenancy.

Who have you consulted with to assess possible impact on protected groups? *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

Housing Income, Lettings, Tenancy, Strategy, Improvement & Engagement Teams, Housing Senior management team and Portfolio Holder Cllr Margaret Griffith. Additionally current tenants and those on the housing register to gather their views. Also other Social Housing Providers.

Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- *The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.*
- *Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).*

	Summary of impact	Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			

Age	This proposed change will not effect those older tenants in sheltered housing as they are currently given secure tenancies. The proposed change is not detrimental to any age group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability (physical, intellectual, mental) <i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	The proposed change will not be detrimental to anyone in this category. It could be seen as beneficial as vulnerable tenants will have long term security of tenure should this change be implemented.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	No known detrimental impact to this group.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	No known detrimental impact to this group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	No known detrimental impact to this group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	No known detrimental impact to this group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	No known detrimental impact to this group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.	Refugees with limited leave to remain were considered, and it was felt there would have no detrimental effect on this group, but possible service changes may be required.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Negative impacts / outcomes action plan

Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
If negative impacts / outcomes remain, please provide an explanation below.			
Completed by (all involved in CIA)	Vivienne Cunningham, Sue Birrell, Paula Parkins, Gemma Baker, Dwain Daniel.		
Date	29/10/19		
Signed off by (AD from different Directorate if being presented to CMT / Cabinet)	Layna Warden, GM – Tenants and Leaseholders		
Date	30/10/2019		
Entered onto CIA database - date			

To be reviewed by (officer name)	
Review date	