

# Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Private Sector Housing Strategy 2020-2024

## 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*

Our vision for Dacorum's private sector housing is *"Ensuring that private sector housing in Dacorum is always a safe and suitable housing option. We will achieve this by tackling 'rogue landlords' who have a clear disregard for their responsibilities and the safety of their tenants, taking appropriate enforcement action and offering advice and assistance to home owners, landlords and tenants."*

This strategy supports the Council's corporate vision of *'working in partnership to create a borough that enables Dacorum's communities to thrive and prosper.'*

## 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.*

There is no statutory responsibility to deliver a Private Sector Housing Strategy, as a service there is a commitment to have one in place, as it is important to provide structure and a clear overview of our approach to improving the Private Sector Housing across Dacorum.

We have reviewed the service and using data from Building Research Establishment (BRE), Office For National Statistics (ONS), Key Performance Indicators (KPI's), Local Authority Housing Statistics (LAHS), Landlord & tenant surveys, complaints and

feedback to develop our approach and commitments with this Strategy to enable all PSH households access to suitable, affordable and secure housing across the borough taking regard to all protected groups.

**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.*

In addition to consulting with council staff, elected members and senior management. A copy of the draft strategy will be made available on the website for feedback from tenants, landlords, partner agencies and registered 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>   |                                     |                                     |                           |
| <b>Age</b>  | Only those households who are legally able to hold a tenancy or legal contract (over 18) would be eligible to obtain advice and assistance from the service. Members of a household who are under the age of 18 may be affected by a private sector housing issue. | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>  |
| <b>Disability (physical, intellectual, mental)</b><br><br><i>Refer to CIA Guidance Notes and Mental Illness &amp; Learning Disability Guide</i> | Any disability may affect how tenants/landlords interprets or receives communications with the council. Landlords may choose to exclude a tenant from a property due to suitability for impairment.  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>  |

|   |  |                                     |                                     |                                     |
|---|--|-------------------------------------|-------------------------------------|-------------------------------------|
| <b>Gender reassignment</b>  | Customer may be offended if addressed by incorrect or preferred pronoun  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| <b>Race and ethnicity</b>   | Potential language barriers if English is not first language or understood   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| <b>Religion or belief</b>   | There may be occasions when access is limited due to religious events or celebrations  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| <b>Sex</b>  | Tenant could have concerns with personal safety if alone with landlord, landlord representatives, members of staff and/or contractors- and/or another tenant   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| <b>Sexual orientation</b>   | Tenant may experience harassment or nuisance if resident in shared accommodation   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| <b>Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.</b> | <p>People in employment/study may not be able to provide access during normal working hours (9-5 Mon-Fri)</p> <p>Landlords will have their own tenancy agreement to provide access during these times, given reasonable notice.</p> <p>The strategy is designed to protect all those in private rented accommodation regardless of income to ensure properties are all in safe condition, protecting all residents from rogue landlords.</p> | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |

**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.

| <b>Action taken/to be taken</b><br><i>(copy &amp; paste the negative impact / outcome then detail action)</i>   | <b>Date</b> | <b>Person responsible</b>   | <b>Action complete</b> |
|---|-------------|---|------------------------|
| Religion or belief- Staff awareness of religious events and flexible servicing appointments.<br><br>Staff to use interpreters to ensure messages are clear and concise for all regardless of race   | 20/05/2020  | Private Sector Housing Enforcement Officer/Support Officer/Environmental Health Officer | ☒                      |
| Race/Ethnicity – Signpost Language Line if appropriate. Provide communication in multiple languages where possible/required<br><br>Staff to use interpreters to ensure messages are clear and concise for all regardless of race                    | 20/05/2020  | Private Sector Housing Enforcement Officer/Support Officer/Environmental Health Officer | ☒                      |
| Disability – Providing we are aware of the disability or contact needs we will tailor our communication and service delivery accordingly. We will provide advice to our landlords in respect of undertaking adaptations to the home where possible. | 20/05/2020  | Private Sector Housing Enforcement Officer/Support Officer/Environmental Health Officer | ☒                      |

|  |             |   |                                     |
|--|-------------|---|-------------------------------------|
| Gender Reassignment - Ensure customer is addressed by preferred pronoun  | 20/05/2020  | Private Sector Housing Enforcement Officer/Support Officer/Environmental Health Officer | <input checked="" type="checkbox"/> |
| Where a member of a household under the age of 18 is impacted by property condition, appropriate advice and assistance will be provided to the tenant and landlord. Where improvements are required the landlord will be notified accordingly. If the household member is placed at risk, then a safeguarding referral will be undertaken. | 20/05/2020  |   | <input type="checkbox"/>            |
|  | Select date |   | <input type="checkbox"/>            |
|  | Select date |   | <input type="checkbox"/>            |
|  | Select date |   | <input type="checkbox"/>            |
| <b>If negative impacts / outcomes remain, please provide an explanation below.</b>   |             |   |                                     |
|  |             |   |                                     |

|   |  |
|---|--|
| <b>Completed by (all involved in CIA)</b>   | <b>Lynne Hunt, Daniel Mason, Carly Thomas and Dwain Daniel</b> |
| <b>Date</b>   | <b>20/05/2020</b>  |
| <b>Signed off by</b> ( <i>AD from different Directorate if being presented to CMT / Cabinet</i> ) |  |
| <b>Date</b>   |  |
| <b>Entered onto CIA database - date</b>   |  |
| <b>To be reviewed by</b> (officer name)   |  |
| <b>Review date</b>  |  |