

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision	Tenancy Strategy
<p>Description of what is being impact assessed</p> <p><i>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?</i></p> <p><i>Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc</i></p> <p><i>It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact</i></p>	
<p>A tenancy strategy in the UK refers to a plan or approach adopted by local authorities, housing associations, or other housing providers to manage their rented properties effectively. The strategy aims to address various aspects of tenancy management, including allocation, enforcement, sustainability, and meeting the housing needs of the local community.</p>	
<p>Evidence</p>	
<p>What data/information have you used to assess how this policy/service/decision might impact on protected groups? <i>(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.</i></p>	
<p>Best practice and legislative guidance.</p> <p>Benchmarking against other Local Authorities</p>	

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.*

Internal and external stakeholder consultation, TLC.

The formal approval process through housing senior leadership, the portfolio holder, overview and scrutiny and full Cabinet will seek to inform later versions of this document.

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	Residents vulnerable due to their age may find it more difficult to access and sustain a suitable home. The strategy aims to ensure that the social housing in Dacorum remains responsive to the diverse range of housing needs within the District. This encompasses addressing the requirements of homeless young people, offering suitable housing guidance, and catering to the housing needs of older individuals.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>Disability (physical, intellectual, mental)</p> <p><i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i></p>	<p>Residents with a disability require accommodation that meets their needs. This strategy seeks to acknowledge and address the current shortage of suitable homes for those unable to have their needs met on the open market and gives an overview of local considerations and challenges.</p>	□	□	☒
<p>Gender reassignment</p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. We seek to ensure that the needs of those who have undergone gender reassignment are met and that they are suitably housed. We have not yet recorded any instances whereby an individual has requested a different type of property as a direct result of gender reassignment.</p>	□	☒	□
<p>Race and ethnicity</p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. We seek to ensure that the needs of all racial and ethnic groups are met and that they are suitably housed. Our choice based lettings approach allows applicants to bid on homes that are close to their desired location, for example near family members or places of worship. The tenancy’s that are offered have no relation to race or ethnicity. Clear procedures and policies are in place</p>	□	☒	□
<p>Religion or belief</p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. We seek to ensure that the needs of all beliefs (and none) are met and that they are suitably housed. Our choice based lettings approach allows applicants to bid on homes that are close to their desired location, for example near family members or places of worship. The tenancy’s that are offered have no relation to religion or belief but offered as per their housing circumstances.</p>	□	☒	□
<p>Sex</p>	<p>The policy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010.</p>	□	☒	□

	Females are more likely than males to be victims of domestic abuse, so we take an approach that minimises any risk of perpetrators having access to victims in line with the Council's Domestic Abuse Policy.			
Sexual orientation	The strategy has been developed in compliance with DBC's equalities policy, and the Equalities Act 2010. We have not yet recorded any instances whereby an individual has requested a different type of property as a direct result of their sexual orientation. In cases where a resident is threatened with abuse or violence as a result of their sexual orientation we will take all appropriate action.	<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.	Households on low incomes are more likely to apply for social housing than the general population. Carers, veterans, those being released from prison etc. may have additional needs or requirements for housing. The tenancy strategy and tenancies offered are not determined by any protected characteristics.	<input type="checkbox"/>	<input checked="" 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.				
Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete	
			<input type="checkbox"/>	

			<input type="checkbox"/>
If negative impacts / outcomes remain, please provide an explanation below.			
Completed by (all involved in CIA)	Paul Hunt		
Date	22.02.2024		
Signed off by <i>(AD from different Directorate if being presented to CMT / Cabinet)</i>	 Assistant Director Place, Communities and Enterprise		
Date	09/01/2024		
Entered onto CIA database - date			
To be reviewed by (officer name)			
Review date			