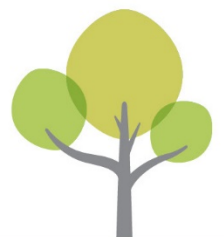


Equality Impact Assessments Toolkit

EqlA Template



You must consider the [Equality Impact Assessment Guidance](#) when completing this template.

The EDI team can provide help and advice on undertaking an EqlA and also provide overview quality assurance checks on completed EqlA documents.

EDI team contact email: edi_team@sandwell.gov.uk

Quality Control

Title of proposal	Private Rented Sector and Housing Standards Enforcement Policy
Directorate and Service Area	Place (Housing)
Officer completing EqlA	Louis Bebb
Contact Details	Louis_Bebb@sandwell.gov.uk
Other officers involved in completing this EqlA	Richard Hawkins
Date EqlA completed	01.05.2026
Date EqlA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EqlA	Alan Lunt
Date EqlA considered by Cabinet	10.06.2026
Where the EqlA is Published (please include a link to the EqlA and send a copy of the final EqlA to the EDI team)	Modern Gov

Section 1.

The purpose of the project, proposal or decision required

The purpose of this proposal is to adopt the Private Rented Sector and Housing Standards Enforcement Policy to support Sandwell Council's statutory duties under the Renters' Rights Act 2025 and existing housing legislation.

The policy sets out how the Council will exercise its enforcement powers, including the use of civil financial penalties, in response to non-compliance by landlords and managing agents. This includes breaches relating to housing conditions, licensing, tenancy security, unlawful eviction, harassment, discrimination, rental practices and safety standards.

Approval is sought to ensure enforcement activity is applied consistently, transparently and proportionately, while protecting tenants' rights and supporting compliant landlords.

Section 2.

Evidence used and considered. Include analysis of any missing data

The EqIA has been informed by:

- Statutory duties and guidance issued under the Renters' Rights Act 2025
- Housing Act 2004, Housing Act 1988, Housing and Planning Act 2016
- Protection from Eviction Act 1977
- Government statutory guidance on civil penalties for housing offences
- Regulators' Code (Legislative and Regulatory Reform Act 2006)
- Housing Health and Safety Rating System (HHSRS) guidance
- Operational experience from the Private Rented Sector and Housing Standards Teams
- Local data from housing complaints, inspections, licensing activity and enforcement casework
- Previous enforcement outcomes and tribunal decisions
- Equality Act 2010 duties and Public Sector Equality Duty considerations

No significant gaps in evidence have been identified. Enforcement activity may disproportionately involve vulnerable tenants due to existing inequalities within the private rented sector. This has been mitigated through safeguards within the policy, including proportionality, panel-based decision making, discretion and reasonable adjustments.

Section 3.

Consultation

Consultation and input were undertaken with:

- Private Rented Sector and Housing Standards Officers
- Legal Services
- Senior Management within the Place Directorate

Consultation focused on ensuring enforcement powers are applied lawfully, consistently and fairly, with appropriate safeguards for vulnerable tenants and equality considerations.

Summary of consultation findings

- Support for clear and consistent enforcement thresholds
- Importance of proportionality and officer discretion
- Need for clear and accessible communication with landlords and tenants
- Recognition that effective enforcement protects vulnerable tenants from poor practice

Section 4.

Summary assessment of the analysis at section 4a and the likely impact on each of the protected characteristics (if any)

Summary assessment of impacts on protected characteristics

The Private Rented Sector and Housing Standards Enforcement Policy has been assessed for its impact on people with protected characteristics. Overall, the policy is expected to have a positive or neutral impact.

The policy strengthens housing standards and tenancy protections, which particularly benefit vulnerable tenants and those who already face disadvantage in the private rented sector. Safeguards are included to ensure enforcement activity does not unfairly disadvantage any protected group.

Section 4a - What are the potential/actual impacts of the proposal on the protected characteristics?

Characteristic	Impact (P/N/Ne)	Details of impact	Actions / mitigation	Owner / timescale
Age	P	Protects younger and older tenants from unsafe housing and unlawful eviction.	Monitor outcomes and tenant feedback.	PRS Team / Ongoing
Disability	P	Improves housing safety and accessibility for disabled tenants.	Reasonable adjustments and accessible communication.	PRS Team / Ongoing
Gender reassignment	Ne	Policy applies equally regardless of gender identity.	Inclusive language and training.	PRS Team / Ongoing
Marriage / civil partnership	Ne	No differential impact identified.	Monitor consistency.	PRS Team / Annual review
Pregnancy / maternity	P	Supports safe housing for families with children.	Consider household circumstances.	PRS Team / Ongoing
Race	P	Protects against discriminatory practices and unsafe housing.	Monitor complaints and data.	PRS Team / Ongoing
Religion / belief	Ne	Neutral impact.	Equality awareness training.	PRS Team / Ongoing
Sex	Ne	Neutral impact.	Monitor enforcement outcomes.	PRS Team / Ongoing
Sexual orientation	Ne	Neutral impact.	Inclusive practice.	PRS Team / Ongoing
Carer	P	Supports housing stability for carers.	Take caring responsibilities into account.	PRS Team / Ongoing
Low-income groups	P	Protects low-income tenants from exploitation and unsafe conditions; ability to pay considered for landlords.	Proportionate enforcement and signposting.	PRS Team / Ongoing
Veterans / Armed Forces	Ne	No specific impacts identified.	Monitor where relevant.	PRS Team / Review 2026
Other (vulnerable households)	P	Strong positive impact through improved protections.	Ongoing monitoring.	PRS Team / Ongoing

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then please move to Sections 6.

5.	What actions can be taken to mitigate any adverse impacts?
	No adverse impacts have been identified that cannot be adequately mitigated through existing safeguards within the policy.
6.	Section 6: Decision or actions proposed
	Approval of the Private Rented Sector and Housing Standards Enforcement Policy to support lawful, fair and proportionate enforcement of housing legislation and to protect tenants' rights across the borough.
7.	Monitoring arrangements
	• Ongoing monitoring of enforcement activity and outcomes • Annual review of the policy to ensure compliance with legislation and guidance • Review of complaints, appeals, and tribunal outcomes • Reporting to senior management on enforcement activity and equality impacts

Section 8 Action planning (if required)

Not required at this stage.

Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress

If you have any suggestions for improving this process, please contact
EDI_Team@Sandwell.gov.uk