



WALTHAM FOREST COUNCIL FULL EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Date

What is an Equality Analysis (EA) for? [Double click here for more information / Hide](#)

The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult

social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

5. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
6. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
7. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the

need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities *and*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

IMPORTANT NOTES:

1. **THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.**
2. **IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.**

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.



Fostering good relations [Double click here for more information / Hide](#)

Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

Protected Characteristics [Double click here for more information / Hide](#)

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination.

Guidance on compliance with the PSED for officers and decision makers [Double click here for more information / Hide](#)

To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate e.g. before consultation on a proposal.
5. Officers and members making a decision where there is an equality impact must give conscious and open minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made (see 7).
6. The duty is **not**, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, **the duty does not stop difficult but justifiable decisions being made.**
7. The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.
8. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.
9. The above is a general guide to this changing area of law. You should also refer to the Council’s EA Page <http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm> for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

What to do if your proposal is scheduled for Cabinet/Committee? [Double click here for more information / Hide](#)

The EA should be appended to the Cabinet or Committee report and the key findings from it should be set out in the “Equalities Implications” section of the report. This will ensure that the decision-makers are made fully aware of any equality impacts and/or any mitigation action proposed prior to making a decision.

NOTE: Failure to complete an EA and implications section adequately or at all is likely to result in the deferral of consideration of the report as it places in doubt the legality and effectiveness of the overall decision.

The Proposals

1. What is the Proposal?

The Council currently operates large scale discretionary additional (HMO) and selective property licensing schemes in the borough. Under these schemes, which are due to expire in March and April 2025 respectively, most privately rented homes are required to be licensed in order to be legally let. Property licensing provides an additional legislative framework to regulate conditions and practices in the private rented sector. Through conditions attached to granted property licences, Licence Holders must comply with a set of conditions relating to the letting and management of their privately rented homes.

The Council has set licensing scheme objectives which are intended to address the evidenced conditions that necessitated their introduction. These objectives include the inspection and improvement of thousands of privately rented homes, undertaken by enforcement officers funded through licence fee income. Since discretionary property licensing was first introduced in Waltham Forest in 2015, the Council has overseen the improvement of some 5000 privately rented homes. However, the current data indicates that more than 7000 private rented homes have one or more serious 'Category 1' Housing Health and Safety Rating System (HHSRS) housing hazards or less serious 'Category 2' damp and mould or excess cold hazards.

The HHSRS Operating Guidance includes the procedure for the assessment of housing conditions using the Rating System. It gives practical guidance on how to score up to 29 different categories of hazards caused by deficiencies identified through an inspection of a dwelling to determine the severity of those hazards. For some hazard profiles, the guidance indicates that a particular group, based on age, is more vulnerable to the hazard than others. For example, persons under the age of 14 are identified as being most at risk from Damp and Mould hazards and persons aged 65 years or older from Excess Cold hazards.

The proposal is that the Council introduces new discretionary additional HMO and selective property licensing schemes which, if approved, would come into force on expiry of the current schemes. The additional HMO licensing scheme would be borough-wide and the selective licensing scheme would operate in 20 of the 22 wards of the borough (Hatch Lane and Highams Park North and Endlebury wards would be excluded).

2. What are the recommendations?

Having consulted on the proposals the recommendation is that the Council should proceed with the re-designation of the proposed property licensing schemes with a change made to the licence fee structure to offer an additional discount of £95 for applications that relate to homes with an EPC rating of C, subject to the applicant meeting eligibility criteria.

3. Who is affected by the Proposal?

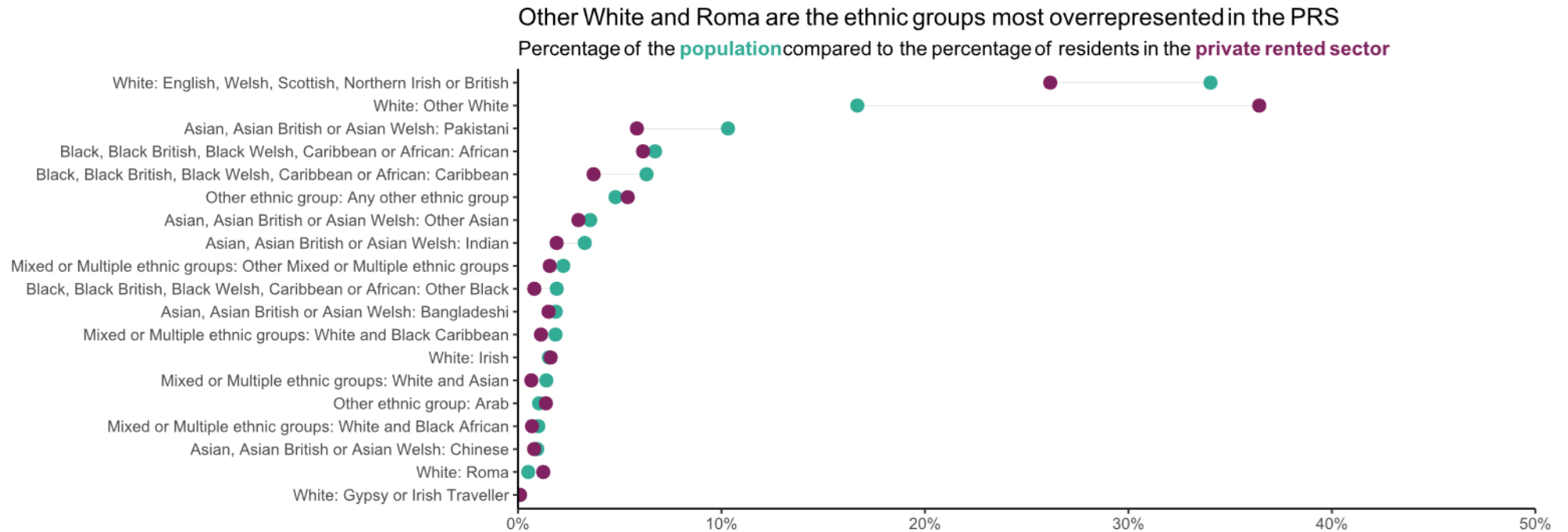
The main group of people affected by the proposal are the tenants of privately rented homes in the borough which make up about 28% of Waltham Forest residents.

The overall impacts of the licensing schemes, should they be introduced, should provide improved living conditions for private tenants and wider benefits for the borough's other residents.

Data from the 2021 census indicates that people who rent from a private landlord are broadly representative of the resident population as a whole although some groups are over or underrepresented:

- “White: Other” (17%) is second largest ethnic group in the borough behind “White: British” (34%), yet they are the largest ethnic group in the PRS, making up 36% of all private renters. “White: Roma” are also heavily overrepresented in the PRS, though they make up less than 1% of the population.
- In terms of living arrangements, single people are overrepresented in the PRS along with cohabiting couples (who are not married or in a civil partnership).
- Christians and Muslims, the two largest religious groups in the borough, are slightly overrepresented in the PRS compared to the borough as a whole.
- Households with dependent children are also slightly overrepresented in the PRS but the difference is negligible.

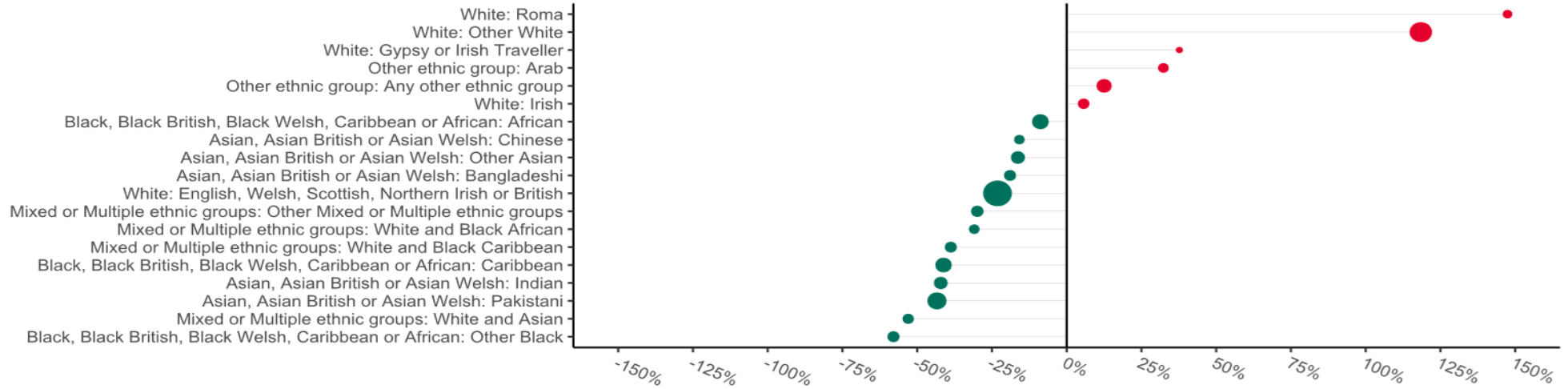
Ethnicity proportions



Ethnicity/Relative Difference

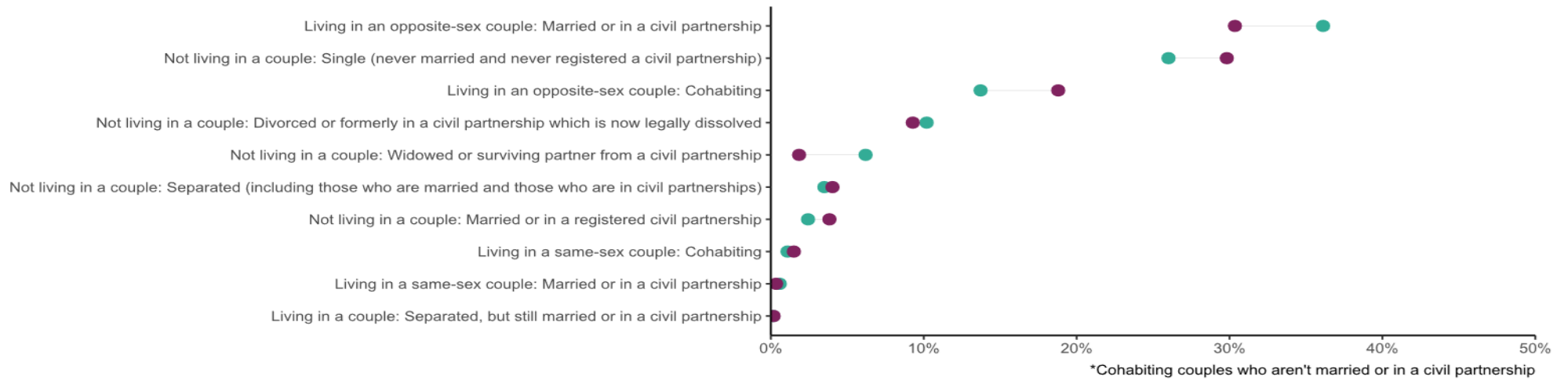
% of PRS relative to population as whole

Underrepresented and overrepresented groups



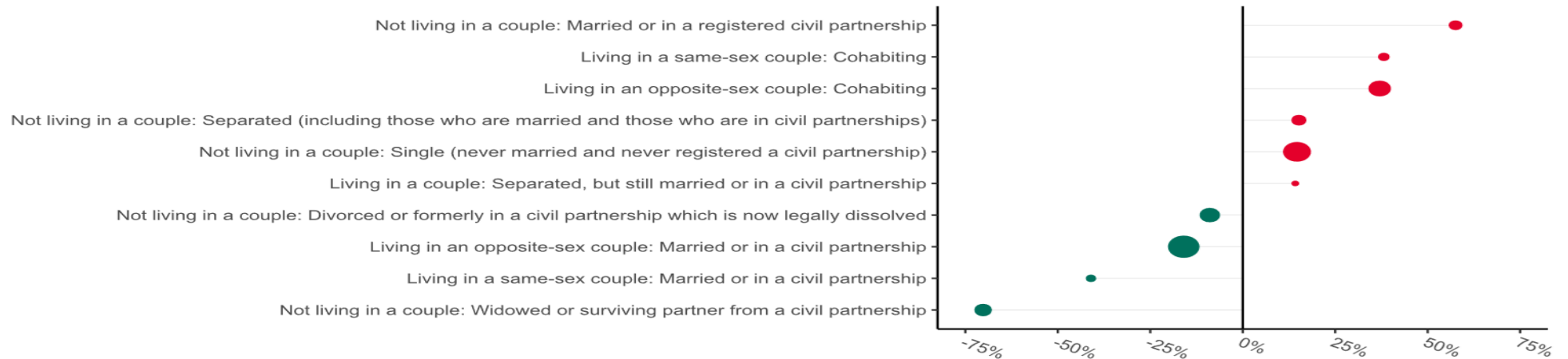
Living arrangements/Proportions

Cohabiting couples and single people are overrepresented in the PRS
 Percentage of the **population** compared to the percentage of residents in the **private rented sector**



Living Arrangements/relative difference

% PRS relative to all households
 Underrepresented and overrepresented groups



Religion/Proportions

Christians and Muslims are slightly overrepresented in the PRS

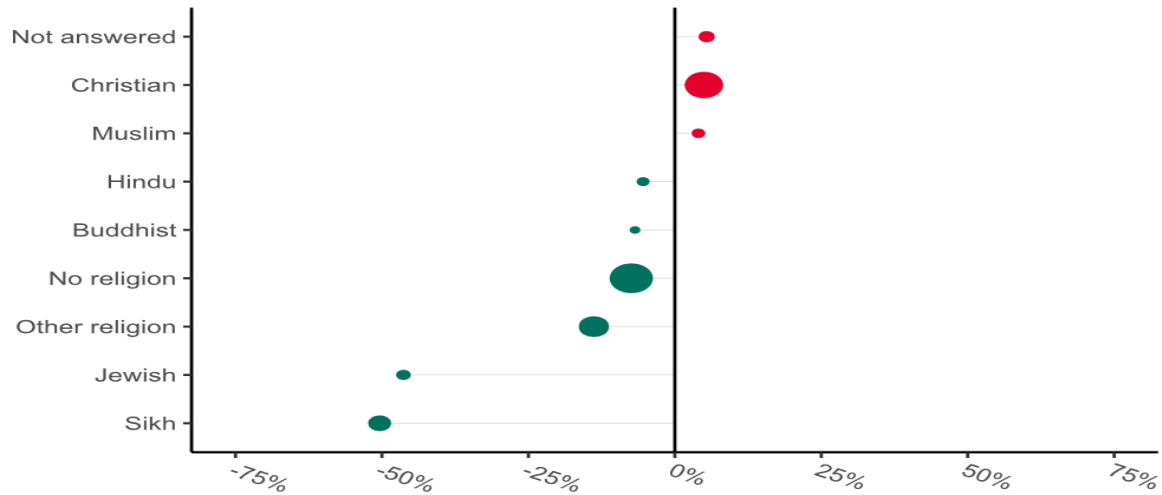
Percentage of the **population** compared to the percentage of residents in the **private rented sector**



Religion/relative difference

% PRS relative to population as a whole

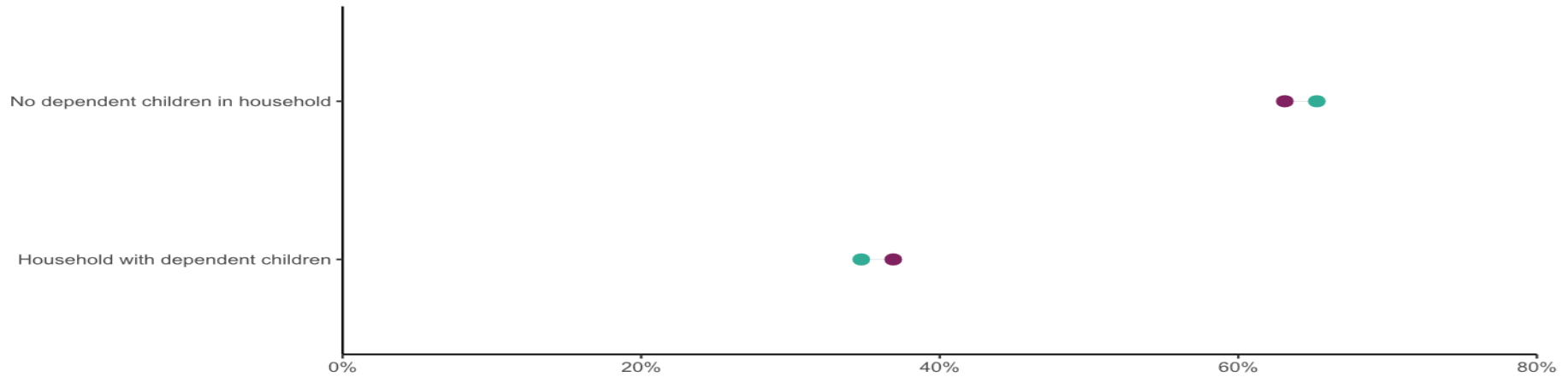
Underrepresented and overrepresented groups



Dependent children/Proportions

Households with dependent children are also slightly overrepresented in the PRS

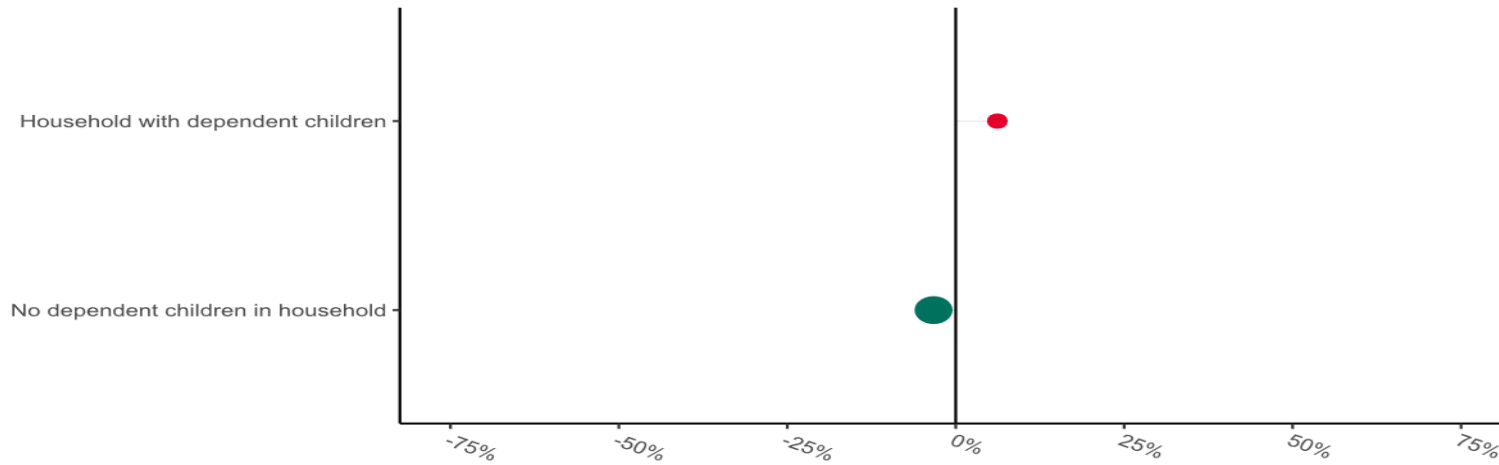
Percentage of the **population** compared to the percentage of residents in the **private rented sector**



Dependant children/relative difference

% PRS relative to population as whole

Underrepresented and overrepresented groups



Other persons/groups affected by the proposals are:

- Other residents of the borough who do not rent from a private landlord
- Landlords/agents of the privately rented homes
- Residents of homes immediately outside the proposed licensing scheme designation areas

The service does not have access to data regarding the prevalence of one or more protected characteristics of landlords and agents who let properties in Waltham Forest. The licensing schemes, if agreed and introduced, would place the same obligations on all landlords and agents who let and manage rented homes in Waltham Forest.

Age [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

[Double click here to show borough wide statistics / hide statistics](#)

Age [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Census 2021 data shows that younger adults are most likely to live in private rented accommodation. More than 40% of people aged 25 to 34 are in the private rented sector, compared to less than 10% of over 65s. Amongst children, the proportion of children living in private rented accommodation decreases by age, from 33.2% of under-3s to 21.7% of 16- to 17-year-olds.

Age *Click and hover over the questions to find more details on what is required*

Age Group	Owner occupied	Private rented (%)	Social rented	Grand Total
0 to 9	16587	11605 (31.9)	8230	36422
10 to 17	10809	6596 (25.2)	8781	26186
18 to 29	16129	16709 (38.1)	10329	43167
30 to 44	37545	29917 (38.1)	11028	78490
45 to 64	36206	14071 (21.8)	14393	64670
65 to 84	17441	1960 (7.7)	5147	24548
85 and over	2336	150 (4.7)	701	3187
Grand Total	137053	81008	58609	276670

Respondents to the consultation

Demographic	Overall	On-line consultation questionnaire	Telephone survey of residents and tenants*	Borough population
Age				
18-34	33%	10%	35%	35%
35-54	38%	49%	38%	39%
55+	27%	32%	27%	26%
Prefer not to say	1%	10%	0%	

In favour of Selective Licensing scheme?	Overall	18-24	25-34	35-44	45-54	55-64	65-74	75+	Prefer not to say
Base	1168	34	345	210	238	193	100	33	15
Strongly agree	45%	24%	44%	38%	42%	57%	51%	48%	20%
Tend to agree	26%	6%	24%	30%	31%	24%	25%	33%	13%
Neither agree nor disagree	7%	-	9%	10%	8%	5%	3%	3%	13%
Tend to disagree	5%	-	3%	8%	8%	2%	1%	6%	13%
Strongly disagree	8%	71%	2%	7%	6%	10%	11%	3%	40%
Don't know	9%	-	17%	7%	5%	2%	9%	6%	-

Age *Click and hover over the questions to find more details on what is required*

In favour of Additional Licensing scheme?	Overall	18-34	35-44	45-54	55-64	65-74	75+	Prefer not to say
Base	1169	377	216	238	191	99	33	15
Strongly agree	44%	44%	44%	36%	52%	47%	52%	20%
Tend to agree	25%	21%	25%	35%	17%	28%	21%	33%
Neither agree nor disagree	5%	6%	6%	3%	5%	1%	3%	7%
Tend to disagree	7%	10%	10%	5%	3%	6%	6%	-
Strongly disagree	9%	9%	7%	12%	11%	6%	3%	40%
Don't know	10%	10%	7%	9%	13%	11%	15%	-

Respondents across most age groups were in favour of proposals to introduce new selective and additional licensing schemes. Generally, the level of support grew higher as age increased with 73% of respondents aged 65 and over supporting the schemes.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

Effective regulation of the Private Rented Sector (PRS) leading to an improvement in housing standards has the potential to benefit all private tenants as well as the wider community. We know that some health hazards are considered to be particularly serious for young people and the elderly so these groups would particularly benefit from the better regulation of the sector.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty.

Disability [Double click here to add impact / Hide](#)

Check box if NOT applicable

[Double click here to show borough wide statistics / hide statistics](#)

Disability *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate)

2021 Census information indicates that data that captured whether a household contained anybody with a disability shows that the figure for the PRS (19%) is lower than for the borough as a whole (28%), [likely related to the younger age profile of private tenants compared to the population.](#)

19% of the respondents who confirmed whether they had a disability indicated that they did. The majority of residents who said that they had a disability indicated that they supported the renewal of the property licensing schemes.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The property licensing schemes, if introduced, would serve to improve housing conditions, tackling the worst housing conditions in the PRS. The HHSRS operating guidance indicates that certain building defects/hazards are particularly serious to older persons aged 65 and over. General data indicates that health tends to deteriorate further with age with more than half of residents aged 65 and over (57 per cent) having a limiting long-term health problem or disability. The introduction of large-scale property licensing schemes is considered to have an overall positive impact on this group.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

We hold no specific data regarding pregnancy and maternity within the PRS.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposal is to renew property licensing schemes which, if agreed and implemented, would serve to improve the standard of the PRS. It is considered that the proposal would have an overall positive impact on pregnant woman and women caring for babies.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.

Race [Double click here to add impact / Hide](#)

Check box if NOT applicable

[Double click here to show borough wide statistics / hide statistics](#)

Race *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2021 census data indicated that persons occupying the PRS in Waltham Forest was broadly reflective of the wider population living in the borough. There are significantly more 'White: Other' persons in the PRS (36%) compared with the overall proportion of that population of that group in the borough (17%). 'White: Roma' are also heavily

Race *Click and hover over the questions to find more details on what is required*
 overrepresented in the PRS, though they make up less than 1% of the population.

Respondents to the consultation

Demographic	Overall	On-line consultation questionnaire	Telephone survey of residents and tenants*	Borough population
Ethnicity				
White British/Irish	35%	61%	32%	34%
Non-White British/Irish	65%	39%	68%	66%

In favour of Selective Licensing scheme?	Overall	White British or Irish	Central or Eastern European	Any other white background	Mixed	Asian	Black	Other ethnic group
Base	1155	404	156	84	72	199	165	75
Strongly agree	45%	47%	30%	27%	60%	39%	56%	60%
Tend to agree	26%	26%	48%	35%	-	27%	22%	1%
Neither agree nor disagree	8%	5%	6%	1%	1%	18%	7%	9%
Tend to disagree	5%	5%	10%	1%	1%	3%	7%	1%
Strongly disagree	8%	11%	1%	2%	38%	6%	3%	3%
Don't know	9%	5%	5%	33%	-	8%	5%	25%
In favour of Additional Licensing scheme?	Overall	White British or Irish	Central or Eastern European	Any other white background	Mixed	Asian	Black	Other ethnic group
Base	1156	407	151	84	72	199	168	75
Strongly agree	44%	48%	40%	14%	57%	41%	44%	56%
Tend to agree	25%	26%	37%	46%	1%	12%	32%	5%
Neither agree nor disagree	5%	3%	6%	1%	3%	9%	4%	8%
Tend to disagree	7%	5%	8%	26%	1%	8%	7%	-
Strongly disagree	10%	11%	2%	2%	36%	12%	7%	3%
Don't know	10%	7%	7%	10%	1%	18%	5%	28%

A majority of respondents across all ethnic groups were in favour of proposals to introduce new selective and additional licensing schemes

Race *Click and hover over the questions to find more details on what is required*

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposal is to renew property licensing schemes which, if agreed and implemented, would serve to improve the standard of the PRS. It is considered that the proposal would have an overall positive impact on PRS tenants across all ethnic groups.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.

Religion or Belief [Double click here to add impact / Hide](#)

Check box if NOT applicable

[Double click here to show borough wide statistics / hide statistics](#)

Religion or Belief *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2021 census data indicated that persons occupying the PRS in Waltham Forest was broadly reflective of the wider population living in the borough. Christians and Muslims, the two largest religious groups in the borough, are slightly overrepresented in the PRS compared to the borough as a whole.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposal is to renew property licensing schemes which, if agreed and

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to

Religion or Belief *Click and hover over the questions to find more details on what is required*

implemented, would serve to improve the standard of the PRS. It is considered that the proposal would have an overall positive impact on PRS tenants across all faith groups.

improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.

Sex [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

[Double click here to show borough wide statistics / hide statistics](#)

Sex *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Census 2021 data shows that there are slightly larger numbers of males than females living in private rented accommodation, with males being 51.2% of private rented tenants, compared to 49.0% of the total population

Respondents to the consultation

Demographic	Overall	On-line consultation questionnaire	Telephone survey of residents and tenants*	Borough population
Sex				
Male	49%	39%	50%	49%
Female	50%	49%	50%	51%

Sex *Click and hover over the questions to find more details on what is required*

Other	1%	12%	0%	N/A
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In favour of Selective Licensing scheme?	Overall	Female	Male	Prefer not to say
Base	1167	578	572	17
Strongly agree	45%	43%	47%	18%
Tend to agree	26%	29%	24%	12%
Neither agree nor disagree	7%	10%	5%	18%
Tend to disagree	5%	3%	6%	12%
Strongly disagree	8%	4%	12%	41%
Don't know	9%	10%	8%	-
In favour of Additional Licensing scheme?	Overall	Female	Male	Prefer not to say
Base	1168	576	575	17
Strongly agree	44%	42%	46%	24%
Tend to agree	25%	27%	22%	29%
Neither agree nor disagree	5%	7%	2%	12%
Tend to disagree	7%	6%	8%	-
Strongly disagree	10%	5%	13%	35%
Don't know	10%	12%	7%	-

A majority of female and male respondents were in favour of proposals to introduce new selective and additional licensing schemes

What is the proposal's impact on the equalities aims? Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact**

The proposal is to renew property licensing schemes which, if agreed and implemented, would serve to improve the standard of the PRS. It is considered that the proposal would have an overall positive impact on both female and male PRS tenants.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.

[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

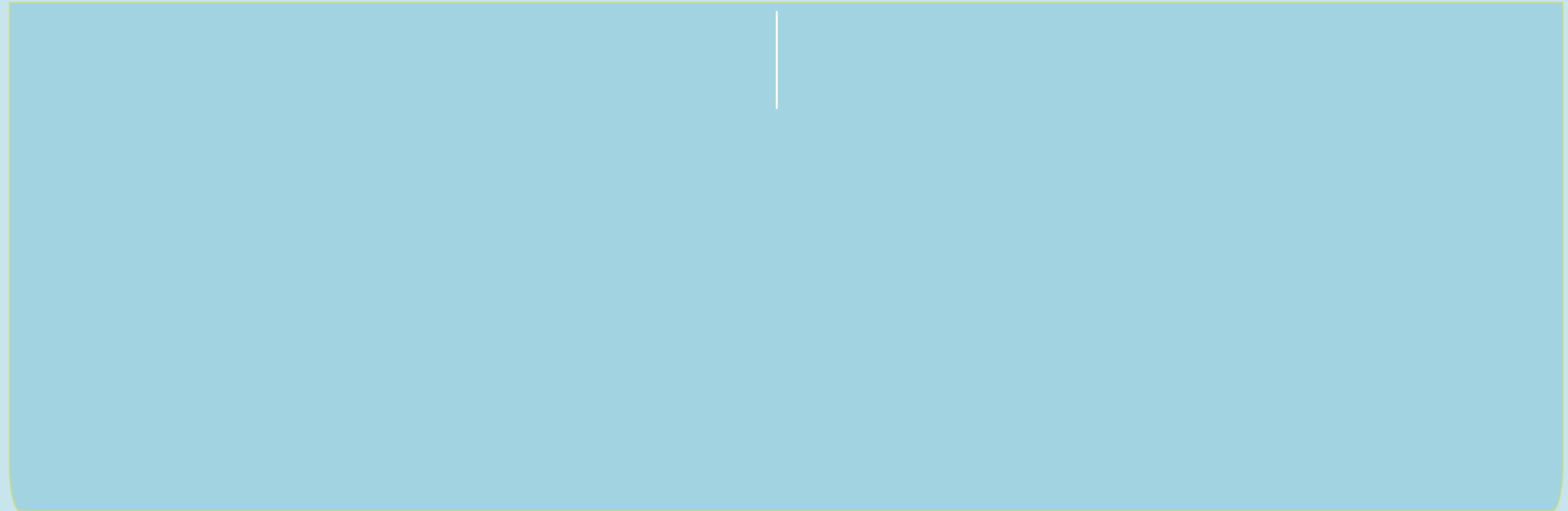
We hold no specific data regarding Sexual Orientation and Gender Reassignment within the PRS.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposal is to renew property licensing schemes which, if agreed and implemented, would serve to improve the standard of the PRS. It is considered that the proposal would have an overall positive impact on tenants irrespective of their sexuality or gender reassignment.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.



[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2021 census data indicated that persons occupying the PRS in Waltham Forest was broadly reflective of the wider population living in the borough. Single people are overrepresented in the PRS along with cohabiting couples (who are not married or in a civil partnership). Households with dependent children are also slightly overrepresented in the PRS but the difference is negligible

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The proposal is to renew property licensing schemes which, if agreed and implemented, would serve to improve the standard of the PRS. It is considered that the proposal would have an overall positive impact on tenants irrespective of whether they are married or in a civil partnership.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

It is considered that there are not any obvious disbenefits in designating new licensing schemes. A key objective of the proposed selective licensing scheme is to improve the condition of rented homes. Action targeted at homes in the worst condition and/or having the poorest energy efficiency will reduce the number of households currently living in fuel poverty or exposed to significant hazards.

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate)

There is no additional Equalities Data other than that outlined above.

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

These proposals do not identify any additional benefits or risks other than those outlined above, the main one being a positive impact for White Other and Roma ethnic groups who are proportionately overrepresented in the private rented sector when compared to the population as a whole.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Not applicable

Conclusion

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as

appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the “Equalities Implications” in the Cabinet report.)

This analysis has concluded that...

This analysis has not identified any additional equality impact as a result of these proposals.

The changes would enable the Council to continue to have additional oversight over the letting, management and condition of homes in the PRS. It is known that, despite improvements to many homes, the worst property conditions are still to be found in this sector.

The Council will also keep under review this Equality Impact Analysis as part of its compliance with its’ Public Sector Equality Duty.

The outcome following analysis of the impact indicates the impact to be outcome 1.

Outcome of Analysis *Check one that applies*

Outcome 1

No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

Outcome 3

Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have ‘due regard’. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Head of Service:

D Beach

Name: David Beach

Date: 23 May 2024

