



EQUALITY ASSESSMENT

Part 1 - Initial Screening

Name of Policy/Function:	X	This is new
		This is a change to an existing policy
		This is an existing policy, Function, not previously assessed
Fixed-Term Tenancies		This is an existing policy/function for review

Date of screening	29/12/16
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1. Briefly describe its aims & objectives

The government is imposing fixed term tenancies on new Council tenancies from 2017

2. Are there external considerations? (Legislation/government directive etc)

This change is a statutory burden from the Housing and Planning Act 2016

3. Who are the stakeholders and what are their interests?

- Prospective Council tenants who from a date in 2017 will receive the grant of a fixed term tenancy upon completion of their introductory tenancy.
- Existing Council tenants where a change in circumstances results in them being granted a replacement fixed term tenancy.

4. What outcomes do we want to achieve and for whom?

Officers recommend applying the greatest length of fixed term tenancy possible to promote community cohesion against the backdrop of this change being imposed as a result of primary legislation

5. Has any consultation/research been carried out?

No, this is a new statutory burden

6. Are there any concerns at this stage which indicate the possibility of Inequalities/negative impacts? (Consider and identify any evidence you have -equality data relating to usage and satisfaction levels, complaints, comments, research, outcomes of review, issues raised at previous consultations, known inequalities) If so please provide details.

N/A - this is a new statutory burden where officers are advising the longest period to mitigate any issues.

7. Could a particular group be affected differently in either a negative or positive way?

(**Positive** – It could benefit, **Negative** – It could disadvantage, **Neutral** – neither positive nor negative impact or **Not sure?**)

	Type of impact, reason & any evidence
Disability	Neutral
Race (including Gypsy & Traveller)	Neutral
Age	Neutral
Gender Reassignment	Neutral
Sex	Neutral
Sexual Orientation	Neutral
Religion/Belief	Neutral
Marriage and Civil Partnership	Neutral
Pregnancy and Maternity	Neutral

8. Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes, homeless?

Yes, for example carers experiencing a change in circumstances meaning their fixed term tenancy may not be renewed on it's anniversary, however this change is a new burden imposed by primary legislation

9. Are there any human rights implications?

No (if yes please explain) – any human rights implications will have been considered in the drafting of the primary legislation subject to due legal process by way of future legal challenge.

10. Is there an opportunity to promote equality and/or good community relations?

Officers are recommending the maximum length of fixed term tenancy to promote community cohesion

11. If you have indicated a negative impact for any group is that impact legal (not discriminatory under anti-discrimination legislation)?

This is a statutory change.

12. Is any part of this policy/service to be carried out wholly or partly by contractors?

No

13. Is a Part 2 full Equality Assessment required?

No

14. Date by which a Part 2 full Equality Assessment is to be completed with actions.

n/a

We are satisfied that an initial screening has been carried out and a full equality assessment not required.

Completed by:
(Policy/Function/Report written)

S. Nash

Date: 29/12/16

Countersigned by:
(Head of Service)

S Glazebrook

Date: 29/12/16

Please forward an electronic copy to: veronika.quintyne@oadby-wigston.gov.uk
(*Community Engagement Officer*)

Equality Assessments shall be published on the Council website with the relevant and appropriate document upon which the equality assessment has been undertaken.