



# EQUALITY IMPACT ASSESSMENT (EqIA)

Joint Tenancy Strategy

**Strategy being assessed:** Joint Tenancy Strategy

**Business Unit/Service Area:** Housing and Assets

**Is this a new or existing strategy?**

Renewal of existing strategy

**EIA Review team – list of members:**

Sally Kelsall

**Do any other Business Units/Service Areas need to be included?**

No

**Date of assessment:** 10 January 2025

**Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?**

No

## DETAILS OF STRATEGY

### Scoping and Defining

#### **1. What are the aims, objectives and outcomes of the service/policy/practice/plan?**

**This strategy sets out how the Councils expect alternative tenancy types to be used in a strategic way to make the most appropriate use of the affordable housing stock across the areas.**

It is a legal requirement under Section 150 of the Localism Act 2011 ("the Act") that, from January 2013, all local housing authorities have a Tenancy Strategy for their area.

North Warwickshire Borough Council, Nuneaton and Bedworth Borough Council, Rugby Borough Council and Warwick District Council ("the Councils") decided to produce a joint Tenancy Strategy for the area covered by the Councils.

The aim of the Joint Tenancy Strategy is to outline the types of tenancy local landlords should offer.

The outcomes that Social Landlords are expected to support using social housing tenancies are:

- Households to have a stable and secure home life.
- Existing and prospective tenants to be better able to improve their economic circumstances.
- Vulnerable households to be protected.
- Sustainable communities to be created, supported and maintained.
- The economic viability of communities to be supported and underpinned.
- Local households to be better able to meet their current and future housing needs.
- Social housing to be used in an equitable way to promote social mobility and financial inclusion and to reduce under-occupation and overcrowding.
- Investment in affordable housing in Warwickshire to be supported where it is needed.
- Homelessness to be prevented or relieved wherever possible.

## **2. Who are the customers?**

All social housing landlords should use the Joint Tenancy Strategy to guide their organisational Tenancy Strategy and each of these organisations carry out their own Equality Impact Assessments.

All tenants of social housing in the District and Borough areas.

## **3. How has equality been considered in the development or review so far?**

The aim of this strategy is to ensure that equality is the focus of the strategy and that everyone is treated fairly across the area by all landlords, both Council and Registered Private Landlords (Housing Associations for example).

## **4. What is the reason for the change/development?**

It is a legal requirement for each local authority to have a Tenancy Strategy under the Localism Act 2011 and the local authorities involved agreed to have a Joint Tenancy Strategy to ensure consistency across the area. The current one is out of date and needs renewing.

## **5. How does it fit with Warwick District Council wider objectives?**

The Joint Tenancy Strategy provides a valued sustainable service as outlined in priority one. The aim of the Strategy is to encourage other landlords to offer tenancies as outlined in the strategy to ensure a consistent good quality service is delivered by all.

## **6. Why might it be important to consider equality and the protected characteristics?**

All people with protected characteristics will be considered by the implementation of the Joint Tenancy Strategy.

## Information Gathering

### **7. What sources of data have you used?**

Regulator of Social Housing, Statistical Data Return 2023

### **8. What does the data you have tell you about your customers and about protected equality groups?**

The data provides numbers of properties owned by the Public and Private Registered Providers and not information about protected equality groups. Each organisation carries out their own Equality Impact Assessment when applying their organisational Tenancy Strategy.

### **9. What do you need to know more about?**

### **10. How could you find this out and who could help you?**

Not applicable.

## Engagement and Consultation

### **11. Who have you consulted with from protected equality groups?**

For the purposes of preparing the Joint Tenancy Strategy, consultation with protected equality groups has not been undertaken.

### **12. Who else could you consult with?**

Further consultation is not considered necessary.

**13. Who can help you to do this?**

Not applicable.

Monitor and Evaluate

**14. How will you monitor and evaluate the strategy?**

Each organisation carries out their own evaluations and regular meetings are held with each organisation to identify any issues.

**15. Analysis of impact and potential actions:**

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified <i>(actual and potential)</i>	Negative impacts identified <i>(actual and potential)</i>	
<b>Age</b>				
<b>Disability</b>				
<b>Sex</b>				
<b>Race</b>				
<b>Religion or belief</b>				
<b>Gender Re-assignment</b>				
<b>Pregnancy and Maternity</b>				
<b>Sexual orientation</b>				
<b>Marriage and Civil Partnership</b> <i>(Note: only in relation to due regard to eliminating</i>				

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified <i>(actual and potential)</i>	Negative impacts identified <i>(actual and potential)</i>	
<i>unlawful discrimination)</i>				

### 16.Outcomes of Equality Impact Assessment

Action	Timescale	Responsibility



**Date of next review**

**Name and signature of Officer completing the EIA:**

**Name and signature of Head of Service:**

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Lisa Barker