

## Equality Impact Assessment

<b>Service Area</b>	Housing Services – Private Sector Housing
<b>Policy/Service being assessed</b>	HMO licence conditions and flexibility in HMO licencing periods
<b>Is this is a new or existing policy/service?</b>	The review of HMO licence conditions is an update of existing conditions. Flexibility in HMO Licencing periods is a new policy.
<b>If existing policy/service please state date of last assessment</b>	Licence conditions 2006
<b>EIA Review Team – List of members</b>	Ken Bruno Mark Lingard Paul Hughes
<b>Date of this assessment</b>	15/08/18
<b>Signature of completing officer (to be signed after the EIA has been completed)</b>	Mark Lingard
<b>Name and signature of Head of Service (to be signed after the EIA has been completed)</b>	Lisa Barker

**A copy of this Equality Impact Assessment Report including relevant data and information should be saved in the Equality and Diversity Folder on the shared drive.**

**Form A1**

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT: State the Function/Policy /Service/Strategy being assessed:	Relevance/Risk to Equalities								
	Gender	Race	Disability	Sexual Orientation	Religion/Belief	Age	Socio-economic	Priority status For EIA	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HMO licence conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility in HMO licencing periods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Form A2**

**Equality Impact Assessment  
Please Explain**

<b>Stage 1 – Scoping and Defining</b>			
<p>(1) What are the aims and objectives of policy/service?</p>	<p>To update and review the 2006 HMO licence conditions, particularly to reflect changes in housing legislation that affect private sector housing.</p> <p>To bring forward a policy to introduce flexibility in the process by allowing shorter licence cycles and higher licence costs for landlords causing concern.</p>		
<p>(2) How does the policy/service fit with the council’s wider objectives?</p>	<p>The proposed HMO licence conditions and flexibility in HMO licencing periods policy links in with the People strand of Fit for the Future and its intended outcomes of improved health and housing needs for all being met.</p> <p>Improving housing standards in residents’ homes directly and positive contributes to the Housing and Health and Wellbeing priorities within the Council’s Sustainable Community Strategy.</p>		
<p>(3) What are the expected outcomes of the policy/service?</p> <p>Who is intended to benefit from the policy/service and in what way?</p>	<p>These measures will help raise housing standards in the private rented sector which can be lower than in other tenures.</p> <p>By raising housing and management standards it will have a positive impact on the health and well being of those housed with HMO’s, particularly vulnerable individuals who have no access to alternative housing options.</p>		
<p>(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?</p> <p>Please identify all groups that are affected</p>	<p>RACE NO</p>	<p>AGE NO</p>	<p>GENDER NO</p>

and briefly explain why	RELIGION/BELIEF NO	DISABILITY NO	SEXUAL ORIENTATION NO
	Other – please specify		
(5) Are there any obvious barriers to accessing the service?	Flexibility in HMO licencing periods policy applies where previous enforcement action has been necessary.		
(6) How does the policy/service contribute to promotion of equality?	It helps towards the objective of housing needs for all being met.		
(7) Does the policy/service have the potential to promote good relations between groups?	N/A		
<b><u>Stage 2 - Information Gathering</u></b>			
(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	Legislation updates and consultation with a wide range of stakeholders.		
(2) What consultation/ information has been used? What new consultation, if any, do you need to undertake?	A consultation involving all District Councillors, Town Councils, the Landlord Steering Group, Local Lettings Agents, SoLAR ( South of Leamington Area Residents), Warwick University and Warwick Students Union was carried out during the month of July 2018.  No further consultation required.		
<b><u>Stage 3 – Making a Judgement</u></b>			

<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>No adverse or negative impact has been identified for any particular group as a result of the proposed flexibility in HMO licencing periods and the update of the HMO licence conditions.</p> <p>It is generally accepted that the quality of some of the housing in the private rented sector can be lower than in other tenures.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>N/A</p>

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	N/A																													
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Helps raise housing standards for all.																													
<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>																														
<p>If No Further Action is required then go to – Review &amp; Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EIA Action Plan</p> <table border="1" data-bbox="779 730 2040 954"> <thead> <tr> <th data-bbox="779 730 1032 804">Action</th> <th data-bbox="1032 730 1285 804">Lead Officer</th> <th data-bbox="1285 730 1538 804">Date for completion</th> <th data-bbox="1538 730 1792 804">Resource requirements</th> <th data-bbox="1792 730 2040 804">Comments</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments																				
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(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan	The operation of the new HMO licence conditions and the flexibility of a shorter two year HMO licence will be reviewed in twelve months. If any equalities issues have arisen these will be addressed during that review.																													

A copy of this EIA has been filed to the Council's L drive - **L:/Equalities & Diversity/EIA/2010/HMO license conditions and flexibility in license periods**

The Equality Impact Assessment on this policy was undertaken on 15 August 2018 and it will be reviewed on 15 August 2021.