

Equality Impact Assessment

Purpose of the Equality Impact Assessment process:

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

Section 1: Equality Impact Assessment Screening

Title and description of the policy/ decision:	MDH Tenancy Management Policy		
Job title of the person(s) undertaking the assessment:	Policy Officer		
Council service:	Mid Devon Housing		
Date of assessment:	01.01.25		
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?			
<p>The Tenancy Management Policy is a supportive document for MDH's Tenancy Agreement.</p> <p>Tenants of MDH have certain rights given to them as part of their tenancy. The aim of the policy ensures that these rights are outlined in relation to the management of the tenancy and provide clear guidelines for how they are managed as and when they occur.</p> <p>These include:</p> <ul style="list-style-type: none"> • Types of tenancies • Ending a tenancy • Changes to tenancies • Granting discretionary tenancies • Tenancy sustainment • Tackling tenancy fraud • Lodgers and subletting • Overcrowding and under-occupation • Vulnerable households • Domestic Abuse <p>It will ensure that MDH is compliant with its responsibilities under relevant legislation.</p> <p>The Tenancy Management Policy will ensure that all tenants receive a consistent response to issues that may arise in respect of their tenancy agreements and will inform tenants about how MDH will deal with requests that are made under this policy.</p>			
Who may be affected by the policy/ decision?	All tenants and household members		
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	<p>Tenants were consulted between 24/01/2025 – 16/02/2025</p> <p>Members of the Homes PDG were consulted between 24/01/2025 – 16/02/2025</p>		
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	Yes		
To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:			
	Yes	No	Details

1. Eliminate unlawful discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Advance equality of opportunity	<input type="checkbox"/>	<input type="checkbox"/>	
3. Foster good relations between different groups	<input type="checkbox"/>	<input type="checkbox"/>	

Which of the protected characteristics is the policy/ decision relevant to?

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No action needed. The rights of existing tenants remain unaffected. Introductory tenancies will be offered to all new tenants, regardless of age.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Pre-sign up, prospective tenants that would be classed as vulnerable will be identified and additional support services will be accessed. The Neighbourhood Officers will provide additional support by means of extra calls or visits to any tenants that are identified as vulnerable. Alerts are placed on OH and a service adjustment can be offered if required, for example, large print letters, document translation.
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

*Applies only to Employment and the duty to give regard to the elimination of discrimination.

Decision by Corporate Manager to recommend this policy/ decision for an Equality Impact Assessment?

Yes

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

EIA Screening Complete

Section 2: Equality Impact Assessment

Evidence and Consultation

What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

The contents of the Tenancy Management Policy provides guidance as to how MDH will respond to the rights and responsibilities tenants have in accordance with their tenancy agreement. This policy does not change any tenancy rights, but sets out MDH's statutory responsibilities to its tenants.

All MDH tenants have a tenancy agreement that provides them with the rights outlined in legislation. The policy sets out how MDH will respond to issues that arise under the tenancy agreement. No communities or groups are affected in an adverse way.

The policy applies to all MDH tenants as all tenants have rights. Some tenancy rights will only be triggered where the tenant's circumstances dictate.

Some tenants, for example secure tenants, will have more rights than introductory tenants. This is reflective of the current legal and policy framework.

MDH will maximise access for all groups. Where requested, MDH will have the tenancy agreement and policy translated if English is not the tenant's first language. Support services are able to attend sign-up to ensure that the tenant understands their rights and responsibilities before signing the tenancy agreement.

Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex			
None			
Age			
None			
Disability			
None			
Religion or Belief			
None			
Race			
None			
Sexual Orientation			
None			

Gender Reassignment			
None			
Pregnancy/ maternity			
None			
Marriage and Civil partnership (Applies only to Employment and the duty to give regard to the elimination of discrimination)			
N/A			

Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:

MDH will review this Policy every 5 years and as required to address legislative, regulatory, best practice or operational issues. However the Head of Housing and Health is given delegated authority to make minor amendments to the Policy as required by legislative changes, formal guidance or local operational considerations.

Please state where the EIA will be published (e.g. on the Mid Devon District Council website):

Mid Devon Housing Website

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Equality Impact Assessment Sign off

For completion by Corporate Manager

Are you prepared to agree and sign off the EIA?

☒ **Yes** ☐ **No**

If “No”, provide details of why and next steps:

Name: Simon Newcombe

Job Title: Head of Housing and Health

Date: 01.01.25