

# Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

*(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*

*(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

*(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at:

<https://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

## 1. Persons responsible for this assessment:

<b>Name(s):</b> Sara J Weaver	<b>Telephone:</b> 01453 754183
	<b>E-Mail:</b> sara.weaver@stroud.gov.uk
<b>Service:</b> Tenant Services	<b>Date of Assessment:</b> 10 January 2023

## 2. Name of the policy, service, strategy, procedure or function:

Rents and Service Charges Policy (HRA)

Is this new or an existing one? **New**

## 3. Briefly describe its aims and objectives

This policy is the framework to support how the Council meets all statutory, contractual, regulatory, legal requirements, and best practice, in relation to rent and service charges.

It supports the Council's aim to ensure current and future rents are fair and affordable for residents and are set at levels which maintain the HRA's financial stability and viability.

It sets out how the Council aims to deliver fair and transparent chargeable services, to high standards and good value for money. It also identifies that residents should pay for all the services they receive, whilst continuing to protect our assets and vulnerable customers by subsidising an element of service to them.

#### **4. Are there external considerations? (Legislation / government directive, etc)**

- Rent Standard 2020 / Rent Policy Statement 2020
- The Charter for Social Housing Residents (white paper)
- Rent Act 1977
- Regulator of Social Housing
- Landlord and Tenant Act 1985
- Valuation Office Agency
- Local Housing Allowance rates
- Section 20 process

#### **5. Who is intended to benefit from it and in what way?**

Rent: to ensure current and future rents are fair and affordable for tenants and are set at levels which maintain our financial stability and viability. We seek to strike a balance between keeping rents affordable and having enough money to fund maintenance and improvement to our housing stock, for the long-term benefit of tenants.

Service Charges: all residents will benefit from the delivery of fair and transparent chargeable services, to high standards and good value for money now and in the future.

#### **6. What outcomes are expected?**

The policy will enable the Council to recover fully, where possible, the costs we incur delivering services to our residents. The service charges will enable the Council to maintain shared areas to good environmental and amenity standards that are affordable to residents now and for the future.

#### **7. What evidence has been used for this assessment?: (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)**

Inform (MAIDEN)

Office for National Statistics (ONS) data

Census 2021 data

Service Reports: Tenants identified as in receipt of Housing Benefits or Universal Credit

Service Report: Tenants in Arrears

Service Report: Current Tenants including age, sexuality, ethnic origin, sex, religion, and disability identifier

#### **8. Has any consultation been carried out? See list of possible consultees**

No

**9. Could a particular group be affected differently in either a negative or positive way?**  
(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;  
Positive – it could benefit and help meet the General Equality duty;  
Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason, and any evidence (from Q7 & 8)
<b>Age</b>	<p>The youngest Council tenant is 18 years old and the oldest 101 years old. 1613 heads of household are 67+ years old. (out of 4844 households as at 10 January 2023).</p> <p>The policy is expected to have a neutral impact upon all ages as no direct, positive, or indirect discrimination has been identified.</p>
<b>Disability</b>	<p>The policy is expected to have a neutral impact upon disability groups as no identified direct, positive, or indirect discrimination has been identified.</p>
<b>Gender Re-assignment</b>	<p>The service does not record data in relation to gender re-assignment.</p> <p>The policy is expected to have a neutral impact upon residents who are seeking, undergoing, or have received gender re-assignment surgery, as no direct, positive, or indirect discrimination has been identified.</p>
<b>Pregnancy &amp; Maternity</b>	<p>The service does not record data in relation to residents being pregnant or on maternity/paternity leave.</p> <p>The policy is expected to have a neutral impact upon pregnancy and maternity as no direct, positive, or indirect discrimination has been identified.</p>
<b>Race</b>	<p>Heads of household (out of 4844 households as at 10 January 2023) identified as the following race:-</p> <ul style="list-style-type: none"><li>• Black African – 1</li><li>• Black Caribbean – 5</li><li>• Chinese – 4</li><li>• Indian – 1</li><li>• Other Asian – 6</li><li>• Other Black – 7</li><li>• Other Ethnic Group – 8</li><li>• Other Mixed – 6</li><li>• Other White – 62</li><li>• Traveller of Irish Descent – 2</li><li>• White – 44</li><li>• White &amp; Asian – 4</li><li>• White &amp; Black African – 4</li><li>• White &amp; Black Caribbean – 9</li><li>• White British English – 3118</li><li>• White British Other – 25</li><li>• White British Scottish – 20</li><li>• White British Welsh – 25</li></ul>

	<ul style="list-style-type: none"> <li>• White Irish – 25</li> <li>• Undisclosed - 1468</li> </ul> <p>The policy is expected to have a neutral impact on race as no direct, positive, or indirect discrimination has been identified.</p>
<b>Religion – Belief</b>	<p>Heads of household (out of 4844 households as at 10 January 2023) identified as the following:-</p> <ul style="list-style-type: none"> <li>• Buddhism – 9</li> <li>• Christian – 1292</li> <li>• Hinduism – 1</li> <li>• Islam – 2</li> <li>• Judaism – 2</li> <li>• Sikhism - 7</li> <li>• No religion – 1367</li> <li>• Other - 72</li> <li>• Undisclosed - 2092</li> </ul> <p>The policy is expected to have a neutral impact upon religion/belief as no direct, positive, or indirect discrimination has been identified.</p>
<b>Sex</b>	<p>2961 tenants are female and 1897 are male (out of 4844 households as at 10 January 2023).</p> <p>The policy is expected to have a neutral impact upon a person’s sex as no direct, positive, or indirect discrimination has been identified.</p>
<b>Sexual Orientation</b>	<p>Heads of household (out of 4844 households as at 10 January 2023) identified as the following:-</p> <ul style="list-style-type: none"> <li>• Bi-sexual – 6</li> <li>• Heterosexual – 2121</li> <li>• Homosexual – 4</li> <li>• Lesbian/Gay – 5</li> <li>• Other – 3</li> <li>• Undisclosed - 2705</li> </ul> <p>The policy is expected to have a neutral impact upon sexual orientation as no direct, positive, or indirect discrimination has been identified.</p>
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	<p>The service does not record data in relation to marriage and civil partnerships.</p> <p>The service allows same sex couples to have tenancies and does not discriminate against marriage or civil partnerships. The Council encourages staff to undertake equality training during their induction and there is an e-learning portal available for refresher training at any point.</p>

	The policy is expected to have a neutral impact upon marriage and civil partnerships as no direct, positive, or indirect discrimination has been identified.
<b>Rural considerations:</b> i.e Access to services; transport; education; employment; broadband	The policy is expected to have a neutral impact upon rural considerations as no direct, positive, or indirect discrimination has been identified.

**10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**


**Please transfer any actions to your Service Action plan on Excelsis.**

Action(s):	Lead officer	Resource	Timescale

**Declaration**

**We are satisfied that an Impact Assessment has been carried out on this policy and where a negative impact has been identified, actions have been developed to lessen or negate this impact.**

**We understand that the Equality Impact Assessment is required by the Council and that we take responsibility for the completion and quality of this assessment**

<b>Completed by: Sara J Weaver</b>	<b>Date: 11/01/2023</b>
<b>Role: Income &amp; Systems Manager</b>	
<b>Countersigned by Director:</b> 	<b>Date: 28/02/2023</b>

**Date for Review: Please forward an electronic copy to eka.nowakowska@stroud.gov.uk**