

Initial Equalities Impact Assessment Department: Communities	Completed by (lead): Les James	Date of initial assessment: 27 January 2016 Revision Dates: 23 December 2016, 15 December 2017
Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)	Rent Increase for Penybryn Gypsy/Traveller Site pitches	
Is this existing or new function/policy, procedure, practice or decision?	No	
What evidence has been used to inform the assessment and policy? (please list only) Gypsy/Traveller Needs Assessment		

1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.	<p>We have based rent increases for Penybryn pitches using the Welsh Government's policy on Social Housing Rents. We believe Council tenants and tenants of Penybryn should be treated the same. This means that there is no discrimination between Council tenants and those who live on the Penybryn site. The WG Policy ensures rents for property type are similar regardless of location or social landlord within the County. Under the Act we have a Statutory duty to first maintain our housing stock to the Welsh Housing Quality Standard. This standard ensures our tenants live in a decent home free from disrepair, damp or poor housing conditions. We have adopted this approach for Penybryn.</p> <p>The rent increase will affect most residents of the site regardless of protected characteristics. 14 out of the 15 residents receive some form of help with their housing costs. We also apply for Discretionary Housing Benefit payments (DHP) to minimise the impact of any Welfare Reform changes. The final decision on increasing the rents is delegated to EBM for Housing.</p>
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<p>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</p> <p>(1) eliminate unlawful discrimination, harassment and victimisation;</p> <p>(2) advance equality of opportunity between different groups; and</p> <p>(3) foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</p> <p>Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</p>		<p>4. If there is a disproportionately negative impact what mitigating factors have you considered?</p>
<p>Protected characteristics</p>			<p>Risks</p>	<p>Positive effects</p>	
				<p>Age</p>	
	<p>Disability</p>	<p>There is insufficient data on this particular characteristic group of</p>			

		council tenants to ascertain the specific impact			
	Gender reassignment	There is insufficient data on this particular characteristic group of council tenants to ascertain the specific impact.			
	Race	None			
	Religion/Belief	None			
	Pregnancy and maternity	Low			
	Sexual Orientation	There is insufficient data on this particular characteristic group of council tenants to ascertain the specific impact			
	Sex	Low			
	Welsh language	None			
	Any other area				

5. Has there been any consultation/engagement with the appropriate protected characteristics?

YES

NO

<p>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</p> <p>Officers provide housing related support to the residents of Penybryn with weekly on site surgeries and other activities. Other agencies like Communities First also engage with the local residents of the site.</p>			
<p>7. Procurement</p> <p>Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.</p> <p>Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.</p>			
<p>8. Human resources</p> <p>Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?</p> <p>No</p>			
<p>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)</p>		<p>YES <input type="checkbox"/></p>	<p>NO <input checked="" type="checkbox"/></p>
<p>Approved by:</p> <p>Head of Service</p>			<p>Date:</p>