

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

[Guidance on the process is available on the Hub.](#)

1. Persons responsible for this assessment:

Name(s): Stuart Pattison	Telephone: 01453 754165
	E-Mail: stuart.pattison@stroud.com
Service: Housing	Date of Assessment: 23/12/2024

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

Tenancy & Estate Management Policy

Is this new or an existing one?

Existing

3. Briefly describe its aims and objectives

The main aims of the Strategy are:

- Ensure that tenants are meeting their tenancy conditions and to enforce them when they are not.
- Ensure that tenants are aware that we can provide support and advice about how they can comply with their obligations, to maximise tenancy sustainment in compliance with the Regulator's Tenancy Standard.
- To take appropriate action where tenancy conditions are not being met and which impacts on neighbourhoods.
- Ensure tenants and their households can live in a secure, clean, and safe environment.
- Maintain, in conjunction with our residents, clean, safe, and secure external and internal communal areas in our blocks and neighbourhoods.
- Ensure that the Council delivers tenancy and estate management services within the context of the Regulator of Social Housing's Regulatory Standards.

- Encourage tenants to participate in the delivery and development of tenancy and estate management services.
- To work with our partners and contractors in delivering services to the agreed standards through monitoring and audit to ensure value for money for tenants.
- To effectively work in partnership with other key agencies to provide services that will benefit all members of the community and improve the future social, environmental, and economic prospects for our tenants in compliance with the Regulator's Neighbourhood and Community Standard.
- Ensure that our tenants are not directly or indirectly discriminated against because of our approach to Tenancy and Estate Management.

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

See policy document for list of relevant legislation and regulations (Section 5)

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

The Council – to provide an approved policy position for dealing with all tenancy and estate management issues.

Tenants and residents – to provide a clear policy for how the Council housing service will take appropriate action to manage tenancies, homes and estates to ensure they are safe, clean environments to thrive in.

6. What outcomes are expected?

- Safe, clean homes, blocks and estates
- Well managed tenancies in line with legal requirements
- Improved resident satisfaction in line with TSMs that properties are well managed and neighbourhoods and communities are safe and sustainable.

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

Research into other housing providers' tenancy and estate management policy and procedures via websearches, Housemark and HQN

8. Has any consultation been carried out?

Yes

- Tenant and Leaseholder consultation through Nov/Dec 2024.
- One Legal
- Operational Housing Managers
- Heads of service: Assets and Investment, Tenant Relationships and Strategic Head of Housing

If NO please outline

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)
Age	Neutral
Disability	Positive – clear policy statement on mobility scooters benefiting physically disabled residents
Gender Re-assignment	Neutral
Pregnancy & Maternity	Neutral
Race	Neutral
Religion – Belief	Neutral
Sex	Neutral
Sexual Orientation	Neutral
Marriage & Civil Partnerships (part (a) of duty only)	Neutral

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

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) 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 District Council and that we take responsibility for the completion and quality of this assessment

Completed by: Stuart Pattison	Date: 23/12/2024
Role: Head of Service	
Countersigned by Head of Service/Director: 	Date: December 2024