

Diversity impact assessment

TITLE Name / description of the issue being assessed	Tenancy Strategy 2024
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DATE Date the DIA is completed	16/07/24
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Chris Giles Housing Strategy and Partnerships Manager Housing Services
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1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

The proposed change is the recommended adoption of a new Tenancy Strategy for Medway Council. This replaces the previous Tenancy Strategy 2018.

The strategy considers legislative requirements from the Localism Act 2011, and also national factors such as the emphasis from the Social Housing Regulator toward tackling ASB and increasing performance against Tenant Satisfaction Measures.

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

Consultation has been carried out with: Medway’s Tenant Scrutiny Panel July 12 2024; Virtually across social housing providers in Medway for a period between June 14 2024 and July 15 2024 and with a variety of stakeholders, namely Adult Social Care, Children’s Services and Public Health.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	
Disabilty		✓	
Gender reassignment			

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Marriage/civil partnership			
Pregnancy/maternity			
Race			
Religion/belief			
Sex		✓	
Sexual orientation			
Other (eg low income groups)		✓	✓

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

The Medway Tenancy Strategy 2024 sets out the types of tenancies that Medway Council and other Social Housing Providers in the Medway area should consider issuing to their tenants. The introduction of Family Intervention Tenancies and Demoted Tenancies are intended to support those who are at risk of homelessness due to their involvement in persistent antisocial behaviour.

The provisions within the strategy should have a positive impact on the following groups.

- **Age.** With a focus on maintaining people's homes, regardless of tenure, in a state which should allow for independent living, the strategy will positively advantage older people. Additionally, with a focus on ensuring that further affordable housing takes account of the needs of care leavers, the strategy will positively advantage vulnerable younger people.
- **Disability.** By ensuring focus on the provision of adaptations to people's homes, by means of level floor access, grab rails, ramps and other measures, the strategy will positively impact on the lives of people with disabilities.
- **Sex.** Through a focus of providing accommodation and granting flexible tenancies to those who are fleeing domestic abuse, but have limited leave to remain, as well as ensuring like for like social tenancies are granted to those fleeing domestic abuse, the strategy will impact the lives of victims of domestic abuse, who at the March 2022 census were significantly more likely to be female (70% of recorded cases).
- **Low income.** A high number of the provisions within the strategy are envisaged to have a positive impact on the lives of Medway residents

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with a low income, including the availability of access into council stock housing and encouraging joint working with other relevant services to ensure tenancy sustainment.

- Consultation highlighted those awaiting diagnosis often lack available support. The Family Intervention Tenancy could have a negative impact, if the ASB is caused due to lack of support around an absent diagnosis. However, it is envisaged that a FIT should be used to positively support families and prevent homelessness.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

All the impacts foreseen by adopting the Tenancy Strategy 2024 are considered to improve equality of opportunity.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
N/A		

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

The recommendation is to progress the Tenancy Strategy 2024 through the democratic process and to have the strategy adopted at Cabinet on October 01 2024.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

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Date	

Contact your Performance and Intelligence hub for advice on completing this assessment

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