

Appendix 2

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Executive	Lead officer responsible for EIA	Head of Housing
Name of the policy or function to be assessed:		Leasehold Management Policy	
Names of the officers undertaking the assessment:		Housing Services and Strategy Manager	
Is this a new or an existing policy or function?		Existing Policy	
<p>1. What are the aims and objectives of the policy or function?</p> <p>The purpose of the policy is to provide clarity and consistency by outlining clearly the responsibilities and obligations of leaseholders and the Council's approach to delivering our contractual obligations in line with the lease and in adherence with leasehold legislation and regulations.</p> <p>The aim of the policy is to set out how Broxtowe Borough Council will:</p> <ul style="list-style-type: none"> • Meet its responsibilities to leaseholders under the terms of their lease • Provide a good quality service to all leaseholders • Ensure all leaseholders are given information about their rights and responsibilities • Consult with leaseholders in accordance with legislative requirements, on any proposed changes to policy or practice which affect the management of their homes • Consult effectively with leaseholders on matters that affect their properties and the communal services provided to them under the terms of their lease • Work with leaseholders to maintain high levels of satisfaction 			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>To provide an effective and efficient leasehold management service</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Leaseholders</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Leaseholders Housing – Homeownership Team Legal Services</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p>			

Details regarding leaseholders is held within the housing management system, including information in regards to the equality strands.

6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?

Leaseholder information network meetings are held with leaseholders to provide information and an opportunity to raise any concerns about how the service is delivered.

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

Leaseholders are included in the annual survey completed with all tenants and leaseholders. The feedback provided has not identified and specific concerns.

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

It has not been identified that the Policy adversely affects any particular group.

Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?

No exclusions apart from those who are under 18. No other groups are excluded.

Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

Yes, providing applicants meet the eligibility requirements.

Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

Not Applicable

Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

Not Applicable

□ **What further evidence is needed to understand the impact on equality?**

Annual surveys and regular Leaseholder Information Network meetings will continue to be completed, this may identify further evidence.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: Leaseholders must be over 18. This means that those under 18 are excluded from purchasing a property. This is in line with legislation, and is reasonable.

Disability: Right to Buy legislation allows the Council to exclude certain properties if the property contains significant adaptations. This is to ensure that these properties remain within the Council stock. This could mean that those with disabilities that live in an adapted property may be less likely to become a leaseholder.

Gender: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Gender Reassignment: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Marriage and Civil Partnership: Leasehold properties can be jointly purchased.

Pregnancy and Maternity: This can have an impact on the income of the household, which may affect the ability to pay service charges. Support and advice will be provided if any issues are identified.

Race: Information will be provided in alternative languages if required.

Religion and Belief: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Sexual Orientation: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Care Experience: Those leaving care are giving priority on the Council's housing register, so will be in properties that can be purchased under the Right to Buy and become leaseholders.

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Head of Housing