

Equality Impact Assessment: Selective & Additional (HMO) Licensing

1.0 Introduction

1.1 The Equality Act 2010 outlines how public bodies must have due regard to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

2.0 Protected Characteristics

2.1 Equality Act 2010 is clear that there are particular characteristics that are intrinsic to an individual against which it would be easy to discriminate. Section 149 (the Public Sector Equality Duty) lists the characteristics known as 'protected characteristics' against which we have to test for discrimination. These characteristics are gender, race/ethnicity, religion and belief, sexual orientation, age, gender reassignment, pregnancy and maternity and disability.

2.2 In light of the above, the Council has undertaken an Equality Impact Assessment (EIA) of proposed licensing schemes. An EIA is a way of assessing the impact, or likely impact, that a particular policy, procedure or decision will have on a particular group(s). EIAs can therefore assist local authorities in identifying potential adverse or negative impacts on particular groups and the necessary action or steps required to, as far as possible, mitigate or eliminate such impacts and promote equality.

3.0 Identifying Impacts across protected characteristics

Protected characteristic	Score	Comment
Gender	Neutral	It is not considered that the licensing schemes will have any different impact on people of different sex than the rest of the population.
Age, Disability, race/Ethnicity, Religion or Belief.	Positive low	It is anticipated that the licensing schemes will have a positive effect on anti-social behaviour, which may be a positive impact for older people, those with disabilities, people with a BME origin and those who may be persecuted for their religion or belief, sexual orientation or gender assignment.
Age & Disability	Positive low	The changes to the welfare system may have a negative impact on the provision of quality housing availability. Benefit dependant household may be displaced into the licensing areas as a result of Local Housing Allowance rent caps. Licensing seeks to remove some of these negative

		consequences by improving the quality of the private rented sector housing market and the licensing areas.
Race/Ethnicity	Positive low	Selective and Additional HMO Licensing will tackle overcrowding and illegal conversions which may have a positive impact on these groups that can often live in the private rented sector
Religion or belief	Positive low	It is anticipated that the licensing schemes will have a positive effect on anti-social behaviour, which may be a positive impact for those who may be persecuted for their religion or belief
Sexual Orientation	Neutral	It is not considered that the licensing scheme will have any different impact on people of this characteristic than the rest of the population
Gender Reassignment	Neutral	It is not considered that the licensing scheme will have any different impact on people of this characteristic than the rest of the population
Pregnancy and maternity	Neutral	It is not considered that the licensing scheme will have any different impact on people of this characteristic than the rest of the population
Other Protected Groups	Positive	One of the aims of the schemes is to improve the standards of privately rented housing in the areas. The schemes aim to provide better housing opportunities for all of those groups with protected characteristics.