

dEquality Impact Assessment (EIA) Tool:

Title of proposal	CONSIDERATION REGARDING THE INTRODUCTION OF DISCRETIONARY LICENSING IN LEICESTER
Name of division/service	Neighbourhoods and Environmental Services
Name of lead officer completing this assessment	Tony Cawthorne
Date EIA assessment completed	17/5/22
Decision maker	
Date decision taken	

EIA sign off on completion:	Signature	Date
Lead officer	<i>TCawthorne</i>	17/5/22
Equalities officer	Surinder Singh	23/05/22
Divisional director		

Please ensure the following:

- a) That the document is **understandable to a reader who has not read any other documents** and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy but must be complete and based in evidence.
- b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.
- d) That the equality impact assessment is started at an early stage in the decision-making process, so that it can be used to inform the consultation, engagement and the decision. It should not be a tick-box exercise. Equality impact assessment is an iterative process that should be revisited throughout the decision-making process. It can be used to assess several different options.
- e) Decision makers must be aware of their duty to pay 'due regard' to the Public Sector Equality Duty (see below) and 'due regard' must be paid before and at the time a decision is taken. Please see the Brown Principles on the equality intranet

pages, for information on how to undertake a lawful decision-making process, from an equalities perspective. Please append the draft EIA and the final EIA to papers for decision makers (including leadership team meetings, lead member briefings, scrutiny meetings and executive meetings) and draw out the key points for their consideration. The Equalities Team provide equalities comments on reports.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will the needs of those who are currently using the service continue to be met?

The City Council has an ambition to ensure the Private Rented Sector (PRS) in Leicester is fit for purpose and a key part of that is to ensure the Council raises housing standards in the sector. There are approximately 49,500 private rented properties in Leicester 34 % of all households, the national average is 19%. One way in which housing standards can be raised is through the introduction of a discretionary licensing scheme, that is Selective and/ or Additional Licensing schemes.

1.1 There are two types of discretionary licensing

a) Selective Licensing Scheme

In an area subject to a Selective Licensing Scheme (SLS), all private landlords must obtain a licence.

b) Additional licensing

In an area subject to Additional Licensing Scheme (ALS), all landlords of small houses in multiple occupations (HMO's) [shared by 3 or more unrelated people, constituting 2 or more households, who share facilities such as kitchens and bathrooms]

1.2 Discretionary licensing is an option under the Housing Act 2004 to bring in measures that will improve standards within the Local Housing stock and areas. Prior to proceeding with either scheme, the council is required to undertake a comprehensive consultation exercise and provide evidence that addresses one of the following requirements:

Selective Licensing – That an area is experiencing one or more of the following issues: low housing demand (or it is likely to become such an area), significant and persistent problems with Anti-Social Behaviour (ASB), poor property conditions, high levels of migration, high levels of deprivation, high levels of crime

Additional Licensing – That a significant proportion of Houses in Multiple Occupation (HMOs - a property rented out by at least 3 people who are not from 1 'household' (for example a family) but share facilities like the bathroom and kitchen).in the

area are being managed sufficiently ineffectively as to give rise, or likely to give rise, to one or more particular problems either for those occupying the HMOs or for members of the public.

- 1.3 To provide the information and to consult those who may be affected, a consultation was undertaken between the 30th November 2021 to the 22 February 2022.
- 1.4 The Consultation provided details of the work undertaken to consider the introduction of a discretionary licensing scheme within the private rented sector in Leicester.
- 1.5 Notification on the options was shared in all libraries and public buildings and on social media and the Councils website. Letters were sent to 110,745 residential properties, emails to 3654 Business Operators, 204 Faith Groups contacted and leaflets made in Gujarati circulated to 1600 congregants, 9 Landlord Associations, 123 Letting and Management Agents who forwarded onto their clients and also responded themselves, 3 MPs, 8 Local Authorities neighbouring Leicester City, 54 Councillors, 3 Media outlets, 17 student accommodation companies 2 Universities and student unions and 1130 Schools in order to give an opportunity to the widest audience possible to have their say on the proposals
- 1.6 The report “Consideration Regarding the Introduction of Discretionary Licensing in Leicester “recommends the introduction of the selective licensing scheme in key areas of the city

2. Equality implications/obligations

Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.

a. Eliminate unlawful discrimination, harassment and victimisation

- How does the proposal/service ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic?
 - Is this a relevant consideration? What issues could arise?
- 2.1 Discretionary licensing covers all private rented properties within designated areas and relates to the improvement of standards associated to the property.
 - 2.2 The licensing schemes will introduce conditions to set a minimum standard within the property and ensure the behaviour of the tenants is adequately managed. Landlords will be responsible for the operation of the property and ensuring it is well maintained and issues of repair are addressed as soon as practicable.

- 2.3 The scheme addresses all Private Sector tenancies within the designated area and all protected characteristics under the Equality Act 2010 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation are provided with the same protections under the Housing Act 2004.
- 2.4 Those with disabilities are more likely to be negatively affected by poor housing conditions, the discretionary Licensing scheme housing conditions will positively impact on disabled persons. Vulnerable tenants, such as new arrivals in the country who may be more likely to be exploited and affected by poor housing conditions.
- 2.5

b. Advance equality of opportunity between different groups

- How does the proposal/service ensure that its intended outcomes promote equality of opportunity for people?
- Identify inequalities faced by those with specific protected characteristic(s).
- Is this a relevant consideration? What issues could arise?

The life chances of residents are closely linked to the quality of their neighbourhoods and their housing accommodation. The envisaged benefits of better quality housing accommodation that is well managed and complies with all relevant standards will have a positive impact on people from across all protected characteristics.

2.6 The scheme aims to improve the quality of accommodation and management in the private rented sector. Tenants will benefit from the additional requirements imposed on licenced landlords.

2.7 It is proposed an additional community warden is appointed to patrol the designated areas. Tenants will benefit from the

2.8 It is proposed an additional community warden is appointed to patrol the designated areas. Tenants will benefit from greater attention and enforcement within the designated areas, which will encourage neighbourhoods and belonging.

c. Foster good relations between different groups

- Does the service contribute to good relations or to broader community cohesion objectives?
- How does it achieve this aim?

- Is this a relevant consideration? What issues could arise?
- 2.6 The residents are closely linked to their neighbourhoods and their housing accommodation. The envisaged benefits of better quality housing accommodation that is well managed and complies with all relevant standards will have a positive impact on people from across all protected characteristics. It is proposed that the scheme will provide for an additional Community Warden to undertake work in the designated areas to address issues, with Fly tipping, waste management, overgrown or dilapidated premises etc. and so improve the surroundings within the designated area and this is likely to have a positive impact on residents and has the potential to foster good relations and advance equality of opportunity between people who share a protected characteristic and those who don't.

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include people who currently use the service and those who could benefit from, but do not currently access the service.

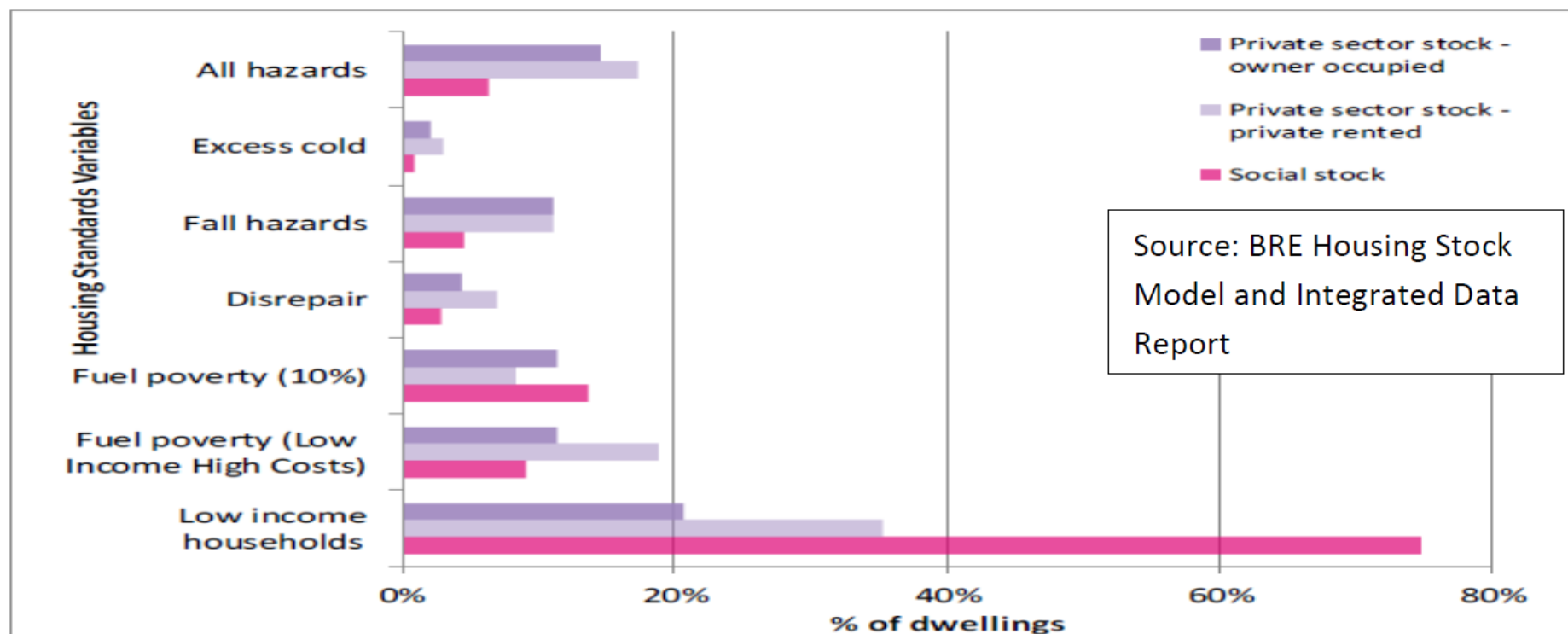
- 3.1 The scheme addresses all Private Sector tenancies within the designated area there are a number of possible signations
- Option A Selective Licensing within parts of the Wards of - Stoneygate (East Cluster); Westcotes, Fosse, Braunstone Park & Rowley Fields (West Cluster); Saffron (South Cluster), Option B Additional Licensing that covers the entire City (citywide)
 - Option C Additional Licensing within parts of the Wards of Westcotes, Fosse, Braunstone Park & Rowley Fields and Stoneygate.
 - Combined Option A and B Selective Licensing within parts of the Wards of - Stoneygate (East Cluster); Westcotes, Fosse, Braunstone Park & Rowley Fields (West Cluster); Saffron (South Cluster) and Additional Licensing citywide.
 - Combined Option A and C Selective Licensing within parts of the Wards of - Stoneygate (East Cluster); Westcotes, Fosse, Braunstone Park & Rowley Fields (West Cluster); Saffron (South Cluster) and Additional Licensing within parts of the Wards of Westcotes, Fosse, Braunstone Park & Rowley Fields and Stoneygate.).

and all protected characteristics under the Equality Act 2010 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and those who do not have a protected characteristic are all provided with the same protections under the Housing Act 2004.

4. Information used to inform the equality impact assessment

- What **data, research, or trend analysis** have you used?
- Describe how you have got your information and what it tells you
- Are there any gaps or limitations in the information you currently hold, and how you have sought to address this? E.g. proxy data, national trends, equality monitoring etc.

4.1 Access to decent affordable housing is essential to support good health and wellbeing and a good quality of life. Overall, housing standards in Leicester are high - the physical condition of the City's housing stock is generally good across all sectors and energy efficiency levels are above the national average. However, this overall positive picture masks disparities both between and within sectors that give rise to some concern. Overall, we find some of the worst conditions within the Private Rented Sector (PRS), which includes a significant proportion of Houses in Multiple Occupation (HMO).



5. Consultation

What **consultation** have you undertaken about the proposal with people who use the service or people affected, people who may potentially use the service and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

5.1 To provide the information required and to undertake a meaningful consultation with all users and to consult those who may be affected, a consultation was undertaken between the 30th November 2021 to the 22 February 2022.

5.2 The Consultation has been analysed It can be accessed in the main report and is appended as Annex B to this assessment.

There were no barriers in relation to equality identified with the introduction of the scheme. There was overwhelming support from residents and tenants for selective licensing, with some significant opposition from landlords.

5.3 The consultation was open to all and with read aloud functionality.

5.3 Notification on the options was shared in all libraries and public buildings and on social media and the Councils website. Letters were sent to 110,745 residential properties, emails to 3654 Business Operators, 204 Faith Groups contacted and leaflets made in Gujarati circulated to 1600 members, 9 Landlord Associations, 123 Letting and Management Agents who forwarded onto their clients and also responded themselves, 3 MPs, 8 Local Authorities neighbouring Leicester City, 54 Councillors, 3 Media outlets, 17 student accommodation companies 2 Universities and student unions and 1130 Schools in order to give an opportunity to the widest audience possible to have their say on the proposals

6. Potential Equality Impact

Based on your understanding of the service area, any specific evidence you may have on people who use the service and those who could potentially use the service and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts. This could include indirect impacts, as well as direct impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant groups that may be affected, along with the likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics

Impact of proposal:

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal? This may also include **positive impacts** which support the aims of the Public Sector Equality Duty to advance equality of opportunity and foster good relations.

Risk of disproportionate negative impact:

How likely is it that people with this protected characteristic will be disproportionately negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For disproportionate negative impacts on protected characteristic/s, what mitigating actions can be taken to reduce or remove the impact? You may also wish to include actions which support the positive aims of the Public Sector Equality Duty to advance equality of opportunity and to foster good relations. All actions identified here should also be included in the action plan at the end of this EIA.

a. Age

Indicate which age group/s is/ are most affected, either specify general age group - children, young people working age people or older people or specific age bands

What is the impact of the proposal on age?

- The proposals will set a minimum standard and address the Housing Health and Safety Rating System under the Housing Act 2004. The housing health and safety rating system (HHSRS) is a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The HHSRS assessment assesses a Vulnerable Group these may be a particular group of people based upon age who could live in the dwelling for whom the risk of a hazard is greater than for most people. The assessment provides for category of Harm the worst being a category 1 harm. The imposition of conditions will illuminate Category 1 hazards from the dwelling.

What is the risk of disproportionate negative impact on age?

- The negative effect of not bringing in the scheme will mean the improved standards by the removal of Category 1 hazards will not be realised and harm could come to the tenant.

What are the mitigating actions?

- All properties will be compliant.

b. Disability

If specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness or health condition.

What is the impact of the proposal on disability?

- The proposals will set a minimum standard and address the Housing Health and Safety Rating System under the Housing Act 2004. The housing health and safety rating system (HHSRS) is a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The HHSRS assessment assesses a Vulnerable Group; these may be a particular group of people based upon age who could live in the dwelling for whom the risk of a hazard is greater than for most people. The assessment provides for category of Harm, the worst being a category 1 harm. The imposition of conditions will illuminate Category 1 hazards from the dwelling.

What is the risk of disproportionate negative impact on disability?

- The negative effect of not bringing in the scheme will mean the improved standards by the removal of Category 1 hazards will not be realised and harm could come to the tenant.

What are the mitigating actions?

- All properties will be compliant.

c. Gender reassignment

Indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected.

What is the impact of the proposal on gender reassignment?

- The proposal will affect all tenancies and will set a minimum standard and address the Housing Health and Safety Rating System under the Housing Act 2004. The housing health and safety rating system (HHSRS) is a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The assessment provides for category of Harm, the worst being a category 1 harm. The imposition of conditions will illuminate Category 1 hazards from the dwelling.

What is the risk of disproportionate negative impact on gender reassignment?

- The negative effect of not bringing in the scheme will mean the improved standards by the removal of Category 1 hazards will not be realised and harm could come to the tenant.

What are the mitigating actions?

- All properties will be compliant

d. Marriage and civil partnership

What is the impact of the proposal on marriage and civil partnership?

- The proposal will affect all tenancies and will set a minimum standard and address the Housing Health and Safety Rating System under the Housing Act 2004. The housing health and safety rating system (HHSRS) is a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The assessment provides for category of Harm the worst being a category 1 harm. The imposition of conditions will illuminate Category 1 hazards from the dwelling.

What is the risk of disproportionate negative impact on marriage and civil partnership?

- The negative effect of not bringing in the scheme will mean the improved standards by the removal of Category 1 hazards will not be realised and harm could come to the tenant.

What are the mitigating actions?

- All properties will be compliant

e. Pregnancy and maternity

What is the impact of the proposal on pregnancy and maternity?

- The proposal will affect all tenancies and will set a minimum standard and address the HHSRS under the Housing Act 2004, a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The assessment provides for category of harm the worst being a category 1 harm. The imposition of conditions will illuminate Category 1 hazards from the dwelling.

What is the risk of disproportionate negative impact on pregnancy and maternity?

There is no negative impact on this vulnerable group. The imposition of the scheme will improve residential standards for tenants and ensure warmth and security.

What are the mitigating actions?

- All properties will be compliant

f. Race

What is the impact of the proposal on race?

- The proposal will affect all tenancies and will set a minimum standard and address the HHSRS under the Housing Act 2004 a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The assessment provides for category of harm the worst being a category 1 harm The imposition of conditions will illuminate Category 1 hazards from the dwelling

What is the risk of disproportionate negative impact on race?

- There is no negative impact on this group by the imposition of a scheme the conditions within all rental properties will be improved

What are the mitigating actions?

- All properties will be compliant

g. Religion or belief

If specific religious or faith groups are affected by the proposal, our equalities monitoring form sets out categories reflective of the city's population. Given the diversity of the city there is always scope to include any group that is not listed.

What is the impact of the proposal on religion or belief?

- The proposal will affect all tenancies and will set a minimum standard and address the HHSRS under the Housing Act 2004 a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The assessment provides for category of harm the worst being a category 1 harm The imposition of conditions will illuminate Category 1 hazards from the dwelling, 204 Faith Groups were contacted and asked whether translations were required leaflets made in Gujarati and circulated to 1600 members,

What is the risk of disproportionate negative impact on religion or belief?

- There is no negative impact on this group by the imposition of a scheme the conditions within all rental properties will be improved

What are the mitigating actions?

- All properties will be compliant

h. Sex

Indicate whether this has potential impact on either males or females

What is the impact of the proposal on sex?

- The proposal will affect all tenancies and will set a minimum standard and address the HHSRS under the Housing Act 2004 a risk-based evaluation tool to help local authorities identify and protect against potential risks and hazards to health and safety from any deficiencies identified in dwellings. The assessment provides for category of harm the worst being a category 1 harm The imposition of conditions will illuminate Category 1 hazards from the dwelling

What is the risk of disproportionate negative impact on sex?

- There is no negative impact on this group by the imposition of a scheme the conditions within all rental properties will be improved

What are the mitigating actions?

- All properties will be compliant

7. Summary of protected characteristics

a. Summarise why the protected characteristics you have commented on, are relevant to the proposal?

All protected characteristics will be affected by the proposed scheme. The scheme affects and improves living conditions across all persons within the designated areas and makes landlords responsible for the property. Inspections will be undertaken into the property as part of the licence and will ensure that any risks to the tenant are removed and the standard of the accommodation meets a minimum decency standard. The conditions of the licence will also ensure the conduct of the landlord or managing agent and a copy of the licence will be provided to the tenant who will be able to uphold the landlord to the conditions.

b. Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?

All protected characteristics will be affected by the proposed scheme and therefore have been included in the assessment.

8. Other groups

Other groups

Impact of proposal:

Describe the likely impact of the proposal on children in poverty or any other people who we may consider to be vulnerable, for example people who misuse substances, ex armed forces, people living in poverty, care experienced young people, carers. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?

Risk of disproportionate negative impact:

How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA. You may also wish to use this section to identify opportunities for positive impacts.

a. Children in poverty

What is the impact of the proposal on children in poverty?

The scheme affects and improves living conditions across all persons within the designated areas and makes landlords responsible for the property. Inspections will be undertaken into the property as part of the licence and will ensure that any risks to the tenant are removed and the standard of the accommodation meets a minimum decency standard. The conditions of the licence will also ensure the conduct of the landlord or managing agent and a copy of the licence will be provided to the tenant who will be able to uphold the landlord to the conditions.

What is the risk of negative impact on children in poverty?

Failure to implement a scheme will have an adverse effect on children in poverty. The business case identified the areas under consideration are within the top 20 % of areas within England in multiple deprivation and by bringing in a discretionary licensing scheme the Council is attempting to address the fundamental issues which lead to the deprivation. Building stronger neighbourhoods, addressing anti-social behaviour, improving living accommodation. Addressing these issues will improve the conditions for vulnerable groups and improve the wellbeing of the community and improve a belonging to the area.

What are the mitigating actions?

Positive engagement with landlords and tenants, the appointment of a community warden to patrol the designated areas in conjunction with other council departments and positive engagement with the Police to address community issues

b. Other vulnerable groups

What is the impact of the proposal on other vulnerable groups?

The scheme affects and improves living conditions across all persons within the designated areas and makes landlords responsible for the property. Inspections will be undertaken into the property as part of the licence and will ensure that any risks to the tenant are removed and the standard of the accommodation meets a minimum decency standard. The conditions of the licence will also ensure the conduct of the landlord or managing agent and a copy of the licence will be provided to the tenant who will be able to uphold the landlord to the conditions.

What is the risk of negative impact on other vulnerable groups?

Failure to implement a scheme will have an adverse effect on vulnerable groups. The business case identified the areas under consideration are within the top 20% of areas within England in multiple deprivation and by bringing in a discretionary licensing scheme the Council is attempting to address the fundamental issues which lead to the deprivation. Building stronger neighbourhoods, addressing anti-social behaviour, improving

living accommodation. Addressing these issues will improve the conditions for vulnerable groups and improve the wellbeing of the community and improve a belonging to the area.

What are the mitigating actions?

Positive engagement with landlords and tenants, the appointment of a community warden to patrol the designated areas in conjunction with other council departments and positive engagement with the Police to address community issues

c. Other (describe)

What is the impact of the proposal on any other groups?

The scheme affects and improves living conditions across all persons within the designated areas and makes landlords responsible for the property. Inspections will be undertaken into the property as part of the licence and will ensure that any risks to the tenant are removed and the standard of the accommodation meets a minimum decency standard. The conditions of the licence will also ensure the conduct of the landlord or managing agent and a copy of the licence will be provided to the tenant who will be able to uphold the landlord to the conditions.

What is the risk of negative impact on any other groups?

Failure to implement a scheme will have an adverse effect on neighbourhoods. The business case identified the areas under consideration are within the top 20% of areas within England in multiple deprivation and by bringing in a discretionary licensing scheme the Council is attempting to address the fundamental issues which lead to the deprivation. Building stronger neighbourhoods, addressing anti-social behaviour, improving living accommodation. Addressing these issues will improve the conditions for vulnerable groups and improve the wellbeing of the community and improve a belonging to the area.

What are the mitigating actions?

Positive engagement with landlords and tenants, the appointment of a community warden to patrol the designated areas in conjunction with other council departments and positive engagement with the Police to address community issues

9. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include:

- other proposed changes to council services that would affect the same group of service users;
- Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents;
- external economic impacts such as an economic downturn.

The application of a licence incurs a fee, this may lead to costs being passed to the tenant. There is protection in law on a fair rent and all persons that find hardship will be referred to other council services and advised of their rights and provided with support. Landlords may decide to sell their property rather than meet the licence conditions. Most rental properties from evidence provided by other authorities identify that the properties are sold with sitting tenants so the proposed new landlord will pick up the works required. The scheme also after the initial instigation, increases landlord involvement as the areas improve and become more desirable and portfolio landlords will move into the area.

10. Human rights implications

Are there any human rights implications which need to be considered and addressed (please see the list at the end of the template), if so please outline the implications and how they will be addressed below:

The proposal will affect all privately rented properties where there is currently little legislative protection for residents, and anyone can be a landlord. Through the licencing and inspection checks on the property and the tenants will be undertaken and the tenants of the human rights will be protected: Article 5: Right to liberty and security - ensuring the property is secure and anti-social behaviour is addressed, Article 8:

Right to respect for private and family life – ensuring the landlord maintains his legal duties with regards the property whilst ensuring the tenants are not harassed and are provided with respect for private and family life

11. Monitoring impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

If you want to undertake equality monitoring, please refer to our [equality monitoring guidance and templates](#).

The scheme will be under constant review and must in law be reviewed during its course to ensure it meets the objectives of the scheme. The reports will be provided to Council to ensure the targets set out and any issues that have not been addressed are taken into account. A complaints system will also be set up and will be addressed and the responses published on the Councils website subject to GDPR.

12. EIA action plan

Please list all the equality objectives, actions and targets that result from this assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Outcome	Action	Officer Responsible	Completion date
Improved accommodation, throughout the lifetime of the scheme	Inspection of all properties under the scheme	Discretionary licensing Team	End of scheme
Ensure all mandatory requirements are complied with by landlords	Inspection of all applications under the scheme	Discretionary licensing Team	End of scheme
Reduction in Environmental Crime and Anti-Social Behaviour	Community Warden and Police patrols and joint working	Community Warden/Police	Continuous
Ensure tenants/ landlords and managing Agents concerns are heard	Set up tenants groups landlord liaison and managing agents groups quarterly and identify any barriers or additional requirements to include all e.g. If someone was deaf, we could potentially get a BSL signer on camera or in person	Selective Licensing Manager	Continuous

Human rights articles:

Part 1: The convention rights and freedoms

- Article 2:** Right to Life
- Article 3:** Right not to be tortured or treated in an inhuman or degrading way
- Article 4:** Right not to be subjected to slavery/forced labour
- Article 5:** Right to liberty and security
- Article 6:** Right to a fair trial
- Article 7:** No punishment without law
- Article 8:** Right to respect for private and family life
- Article 9:** Right to freedom of thought, conscience and religion
- Article 10:** Right to freedom of expression
- Article 11:** Right to freedom of assembly and association
- Article 12:** Right to marry
- Article 14:** Right not to be discriminated against

Part 2: First protocol

- Article 1:** Protection of property/peaceful enjoyment
- Article 2:** Right to education
- Article 3:** Right to free elections