

<b>Initial Equalities Impact Assessment</b> Department: Communities	Completed by (lead): Les James	Date of initial assessment: 27 January 2016  Revision Dates:	
	Area to be assessed: (i.e. name of <b>policy, function, procedure, practice or a financial decision</b> )		
Is this existing or new function/policy, procedure, practice or decision?		No	
What evidence has been used to inform the assessment and policy? (please list only) Gypsy/Traveller Needs Assessment			

1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.	<p>We have based our policy on increasing the rental fee for pitches at Penybryn on the Welsh Government's policy on Social Housing Rents. This means that there is no discrimination between Council tenants and those who live on the Penybryn site. The WG Policy ensures rents for property type are similar regardless of location or social landlord within the County. Under the Act we have a Statutory duty to first maintain our housing stock to the Welsh Housing Quality Standard. This standard ensures our tenants live in a decent home free from disrepair, damp or poor housing conditions. We have adopted this approach for Penybryn site.</p> <p>The rent increase will affect most residence of the site regardless of protected characteristics.</p>		
The Public Sector Equality Duty requires the Council to have "due regard" to the need to:-  (1) eliminate unlawful discrimination, harassment	2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?	3. Identify the risk or positive effect that could result for each of the group/protected characteristics?	4. If there is a disproportionately negative impact what mitigating factors have you considered?

<p>and victimisation;</p> <p><b>(2)</b> advance equality of opportunity between different groups; and</p> <p><b>(3)</b> foster good relations between different groups</p> <p>(see guidance notes)</p>		<p>Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	Risks	Positive effects	
Protected characteristics	Age	Low			<p>The impact of these changes can be mitigated either through the uptake of Welfare Benefits like Housing Benefits and or the use of Discretionary Housing Benefit Payments. We also have officers who specialise in financial inclusion and/or maximising household income. We have partnership arrangements in place with CAB, Sheltered Cymru, DWP Job Centre + and other support providers.</p>
	Disability	<p>There is insufficient data on this particular characteristic group of council tenants to ascertain the specific impact.</p>			

	<b>Gender reassignment</b>	There is insufficient data on this particular characteristic group of council tenants to ascertain the specific impact.			
	<b>Race</b>	None			
	<b>Religion/Belief</b>	None			
	<b>Pregnancy and maternity</b>	Low			
	<b>Sexual Orientation</b>	There is insufficient data on this particular characteristic group of council tenants to ascertain the specific impact.			
	<b>Sex</b>	Low			
	<b>Welsh language</b>	None			
	<b>Any other area</b>				

5. Has there been any consultation/engagement with the appropriate protected characteristics?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
6. What action(s) will you take to reduce any disproportionately negative impact, if any?	

<b>7. Procurement</b>  Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.  Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice.		
<b>8. Human resources</b>  Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service?  No		
<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)	YES <input type="checkbox"/>	NO X
<b>Approved by:</b>  Head of Service		<b>Date:</b>