

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Southampton City Council Tenancy Strategy 2020-2025 and Landlord Tenancy Policy
Brief Service Profile (including number of customers)	
<p>The aim of the Tenancy Strategy is to set out Southampton’s vision for the way Registered Providers of social housing in the city will let their properties to meet the needs of the city’s residents. Southampton City Council is also a provider of social housing so this strategy also applies to the council, and the Landlord Tenancy Policy links to this document and sets out how the council has regard to the strategy in exercising its housing management functions.</p> <p>The objectives of the Tenancy Strategy and the provision of affordable and social housing in Southampton are:</p> <ul style="list-style-type: none"> • To use the city’s social and affordable housing stock to its best effect to meet the needs of local residents. • To maximise the opportunity for Southampton residents to access a range of housing options suitable for their needs. • To support and sustain tenancies, and avoid homelessness wherever possible. <p>Southampton City Council has around 16,000 council tenancies. The 2011 Census shows that 23% of people in the city live in socially rented properties (council or Registered Providers).</p>	
Summary of Impact and Issues	
<p>The amendments to the strategy ensure that the document is up to date, and reflects local practice and all new relevant legislation. Changes have been made to ensure that the document is easier to understand than previous versions, and provides the relevant information for tenants and Registered Providers. The changes do not reflect a change to policy, processes or practice and will not change any existing tenancies.</p>	

The Strategy and Policy confirm that Southampton City Council will continue to use mainly secure, lifetime tenancies and we encourage other providers to use the most secure form of tenancies available to them wherever possible in order to create settled homes for families to live in.

The Strategy and Policy outline a range of other tenancy options including:

- Introductory/probationary/starter tenancies
- Secure/Assured tenancies (Lifetime Tenancies)
- Secure Flexible tenancies (fixed term tenancies)
- Assured Shorthold tenancies (fixed term tenancies)
- Shared ownership tenancies
- Other tenancy types as allowed by law

The Strategy and Policy also reaffirm that Southampton City Council encourages Social Rent as a default position, but the council will also make use of Affordable Rent and other Affordable Housing options including Shared Ownership to ensure that housing applicants and existing social housing tenants have access to a wider range of models and tenures to meet a range of needs.

Potential Positive Impacts

The draft updated Strategy and Policy do not reflect a change to policy, processes or practice and will not change any existing tenancies. The documents have been reviewed and updated to ensure that they provide a clear strategic leadership position on Tenancies in the city, making the information easier to access and understand by providers and tenants.

The continued use of secure, lifetime tenancies as the preferred tenancy option will provide stability for families, and provide the best environment for families to thrive and become part of a sustainable community, benefiting our city as a whole.

The updates have included a new focus on supporting victims of Domestic Violence, and the Tenancy Strategy now actively encourages Registered Providers to ensure that, when re-housing a tenant with an existing secure tenure who needs to move, or who has recently moved from their social home to escape domestic abuse, an equivalent tenancy is granted for their new home.

The continued use of Affordable Rent on a scheme by scheme basis will support the council and Registered Providers to maximise the delivery of new affordable homes. Careful analysis has been undertaken as part of the strategy review to ensure that Affordable Rent is affordable for a proportion of Southampton tenants.

Responsible Service Manager	Felicity Ridgway, Policy & Strategy Manager
Date	21 August 2020
Approved by Senior Manager	Mary D’Arcy, Executive Director: Communities, Culture and Homes
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
-------------------	-------------------	---

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The Tenancy Strategy sets out a range of options for different types of tenancies. The use of different tenancies will be considered on a scheme by scheme basis, or case by case basis taking into account factors including whether the tenant is new (introductory), whether the property may only be available for a short-term period, and other contributory factors.</p> <p>Properties may be tailored to the needs of individuals with certain protected characteristics (eg age or disability) and this is addressed in the Allocations Policy. However, these adaptations or tailoring to need are not to be a factor in assessing the type of tenancy.</p>	N/A
Disability		N/A
Gender Reassignment		N/A
Marriage and Civil Partnership		N/A
Pregnancy and Maternity		N/A
Race		N/A
Religion or Belief		N/A
Sex		N/A
Sexual Orientation		N/A
Community Safety	<p>Southampton City Council will continue to use mainly secure, lifetime tenancies. As a council, we believe that the stability of a lifetime tenancy will provide the best environment for families to thrive and become part of a sustainable community, benefiting our city as a whole. The strategy encourages other Registered Providers also to use the most secure form of tenancy available to them wherever possible in order to create settled homes for families to live in.</p>	N/A
Poverty	<p>As part of the strategy review, the affordability of 'Affordable Rent (up to 80% market value) has been reviewed.</p>	N/A
Health & Wellbeing	<p>The use of mainly secure, lifetime tenancies will support the health and wellbeing of tenants, providing a stable home for families. Analysis indicates that a significant proportion of tenants (over 50%) would be able to afford this rent, meaning that Affordable Rent can be used as a viable option to maximise the development of social housing in the city.</p>	<p>Southampton City Council will only make use of Affordable Rent as an alternative to the default Social Rent after careful consideration, on a scheme by scheme basis, of the impact on the Housing Register as well as Local housing Allowance rates and affordability.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts	The draft updated strategy encourages Registered Providers to ensure that, when re-housing a tenant with an existing secure tenure who needs to move, or who has recently moved from their social home to escape domestic abuse, an equivalent tenancy is granted for their new home.	N/A

DRAFT