

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.

<p><b>Name or Brief Description of Proposal</b></p>	<p><b>Landlord Controlled Heating:</b></p> <p>During 2022/23 the Council’s Landlord Controlled Heating Account was impacted by significantly increased energy costs. This resulted in a deficit of £3.6m. Charges were increased from April 2023, which has prevented the deficit from getting any worse, however a recovery plan is required to recover the deficit in a way that minimises impact on tenants. The proposal is to recover over a 5 year period, which will result in a n increase in charge of 6.5% in 2024/25, and an estimated 5% in 2025/6 and 2026/7, which will be subject to review when further energy cost forecasts are received. Taking no action is not sustainable financially.</p> <p><b>Rental increases:</b></p> <p>Rent Increase for the 2024/25 financial year. It is necessary to increase rents to ensure a balanced Housing Revenue Account in 2024/25, to be able to continue to maintain homes through repairs and to ensure the capital programme is robust and provide additional capacity to invest to support improving the council’s decent homes programme, and to ensure the long term sustainability of the business plan over the next 40 years. The maximum allowable increase under government legislation is 7.7%.</p> <p>Impacts on the Housing Revenue Account, tenants, and leaseholders.</p>
<p><b>Brief Service Profile (including number of customers)</b></p>	

<p>There are approximately 15,277 council tenancies in the city who will be affected by increases in rent.</p> <p>There are 5,486 properties that will be affected by the increase in the landlord heating charge.</p> <p>We have 2010 Leaseholders and 300 of these leaseholders will be affected by the increase in landlord-controlled heating.</p>	
<p><b>Summary of Impact and Issues</b></p>	
<p>SCC have 15,277 council tenants with 6,228 receiving Universal Credit and 5,156 receiving Housing Benefit. Housing costs are covered in Universal Credit and Housing Benefit payments so there are 11,384 households that would not be affected by the rent increase.</p> <p>The Housing Revenue Accounts needs income from rents to be able to maintain properties that need repair and to undertake capital projects to improve the homes that our tenants live in.</p>	
<p><b>Potential Positive Impacts</b></p>	
<p>Services need to be paid for and service charges recover some of the costs that provide those services enabling the funding that is currently directed towards paying for these services to be directed towards improvements to the services that customers receive, their homes and neighbourhoods.</p>	
<b>Responsible Service Manager</b>	Jamie Brenchley
<b>Date</b>	17.11.2023
<b>Approved by Senior Manager</b>	
<b>Date</b>	17.11.2023

**Potential Impact**

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	<p>Tenants range in ages from 17 through to 100 years of age will all be impacted by the proposals.</p> <p>In relation to increase in rents tenants will have increased costs.</p> <p>In relation to heating charge increase those paying for the service will be impacted by an increase in charge</p>	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs and additional</p>

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		hardship and winter fuel payments.
<b>Disability</b>	<p>In relation to increase in rents tenants will have increased costs.</p> <p>In relation to heating charge increase those paying for the service will be impacted by an increase in charge in this group as some have a disability or need extra support.</p>	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs and additional hardship and winter fuel payments. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential additional support available to them.</p>
<b>Gender Reassignment</b>	No overall impact.	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs and additional hardship and winter fuel payments. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		<p>access any potential additional support available to them.</p>
<b>Marriage and Civil Partnership</b>	No overall impact	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs and additional hardship and winter fuel payments. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential additional support available to them.</p>
<b>Pregnancy and Maternity</b>	No overall impact.	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		<p>additional support available to them.</p>
<b>Race</b>	No overall impact identified.	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential additional support available to them.</p>
<b>Religion or Belief</b>	No overall impact.	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential additional support available to them.</p>

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<b>Sex</b>	No overall impact.	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided households in the country with targeted financial help towards their energy costs. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential additional support available to them.</p>
<b>Sexual Orientation</b>	No overall impact.	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs. The Government have provided households in the country with targeted financial help towards their energy costs. Additional support can be given from the Welfare Rights team in Housing for these households in terms of enabling them to access any potential additional support available to them.</p>
<b>Community Safety</b>	No overall impact.	Not applicable.
<b>Poverty</b>	All proposals will have an impact on poverty as there are proposed increases in rents. Tenants and	Those on Universal Credit & Housing Benefit will not be affected by the increase in

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	<p>leaseholders will have increased housing costs.</p> <p>In relation to heating charge increase those paying for the service will be impacted by an increase in charge.</p>	<p>rent as these benefits include rent costs.</p> <p>For those on Universal Credit or Housing Benefit there will be the annual increase in benefits for the 2024/25 year which will help alleviate the impact this increase could have as people will receive additional income to help offset the heating charge increase.</p>
<b>Care Experienced</b>	<p>There are 2 care leavers currently who are tenants who will be impacted by the rent increase.</p>	<p>If they are in receipt of benefits they will not be affected by the increase in rent. If they are not in receipt of benefits they can receive the additional support given from the Welfare Rights team within Housing.</p>
<b>Health &amp; Wellbeing</b>	<p>In relation to health and wellbeing there may be an impact on households due to a reduction in income for households from the increase in rent and heating charge costs.</p>	<p>Those on Universal Credit &amp; Housing Benefit will not be affected by the increase in rent as these benefits include rent costs.</p> <p>The Government have provided every household in the country with financial help towards their energy costs.</p>
<b>Other Significant Impacts</b>	None	