

EQUALITY, DIVERSITY AND INCLUSION

DONCASTER METROPOLITAN BOROUGH COUNCIL

Due Regard Statement

How to show due regard to the equality duty in how we develop our work and in our decision making.

Due Regard Statement

A **Due Regard Statement** (DRS) is the tool for capturing the evidence to demonstrate that due regard has been shown when the council plans and delivers its functions. A Due Regard Statement must be completed for all programmes, projects and changes to service delivery.

- A DRS should be initiated at the beginning of the programme, project or change to inform project planning
- The DRS runs adjacent to the programme, project or change and is reviewed and completed at the relevant points
- Any reports produced need to reference "Due Regard" in the main body of the report and the DRS should be attached as an appendix
- The DRS cannot be fully completed until the programme, project or change is delivered.

<p>1</p>	<p>Name of the ‘policy’ and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the ‘policy’ is to equality.</p>	<p>Doncaster Tenancy Strategy 2018 – 21</p> <p>The council is legislatively duty bound to produce a Tenancy Strategy arising from the Localism Act.</p> <p>This strategy is designed to provide the highest form of security of tenure to residents in Doncaster who are in rented accommodation, according to their landlord and availability of tenure types.</p>
<p>2</p>	<p>Service area responsible for completing this statement.</p>	<p>St Leger Homes – on behalf of the Council</p>
<p>3</p>	<p>Summary of the information considered across the protected groups.</p> <p>Service users/residents</p>	<p>This strategy will provide secure lifetime tenancies where possible to the majority of Council tenancies and asks all other landlords in Doncaster to give regard to this strategy in that tenants should be provided with the highest security possible and fairness/equality of opportunity to obtain security of tenure.</p> <p>DMBC and SLHD take account of the Equalities Act and pay particular attention to those falling within protected characteristic groups and assessments of proportionality and reasonable adjustments are made at every stage the housing application and assessment process and all reasonable adjustments will be made depending on the protected characteristic to ensure that no applicant is unduly treated or affected because of their characteristic.</p> <p>No applicants are deemed non qualifying for housing need due to a protected characteristic.</p> <p>We have considered the impact of the Tenancy Strategy on tenancies across Doncaster and recognise that this will increase the chances of a sustainable home for more applicants. It will also make best use of Council stock by ensuring that tenants with the</p>

	<p>highest housing need are provided with the most appropriate accommodation and that when this need ceases to exist, particularly for high demand housing that this stock is made available to the housing register.</p> <p><i>Each protected characteristic has been carefully considered below: -</i></p> <p>Age It is not expected that older people will be affected by the tenancy strategy. However, we have ensured that age is a factor in considering whether to renew a fixed term tenancy.</p> <p>Disability It is not anticipated that the strategy or process will adversely affect individuals based on their disability. The allocations policy caters for applicants with disabilities and if the decision to allocate a fixed term is based around disabilities then this will only relate to properties where significant adaptations have been undertaken and the decision not to renew at the end of the fixed term will only be made if the disabled person requiring those adaptations is no longer residing in the property. Where adaptations are present in a fixed term tenancy and the need for those adaptations comes to an end this will trigger a review of the fixed term – due considerations will be given to any persons with a disability whose fixed term tenancy is due for renewal to ensure disabilities are protected.</p> <p>Race We monitor the profile of the Housing Register and Allocations by ethnicity. It is not anticipated that the strategy will adversely affect individuals based on their race and race will not be a factor that will be considered when deciding if an individual will be allocated a fixed term tenancy, or whether a fixed term tenancy will be renewed.</p> <p>Gender It is not anticipated that the changes will adversely affect individuals based on their Gender and this factor will not be assessed as part of the process of fixed term tenancies.</p> <p>Sexual Orientation</p>
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	<p>It is not anticipated that the changes will adversely affect individuals based on their sexual orientation and this factor will not be assessed as part of the fixed term tenancies.</p> <p>Religion and Belief It is not anticipated that the strategy will adversely affect individuals as a result of any specific religion or belief they may have.</p> <p>Maternity and Pregnancy It is not anticipated that the changes will adversely affect individuals who are pregnant or post maternity and such characteristics do not form part of the process. Considerations for renewing fixed term tenancies around occupation levels do take into account if a member of the household is pregnant and this will count in terms of numbers of household members. Procedures take into account safeguarding arrangements and if any concerns for children or families wellbeing as a result of this process we would undertake the appropriate referrals to enable the necessary support and help to be offered and provided.</p> <p>Gender Reassignment It is not anticipated that the strategy will adversely affect individuals who have undergone gender reassignment.</p> <p>Marriage and Civil Partnership It is not anticipated that the strategy will adversely affect individuals if they are married or in civil partnerships. Succession legislation is restricted to spouse or partner – this includes those in civil partnerships and/or married couples and/or couples residing together as a couple.</p>
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4	Summary of the consultation/engagement activities	<table border="1"> <tr> <td>October 2017</td> <td>SLHD senior managers</td> </tr> <tr> <td>October 2017</td> <td>Strategic Housing, DMBC</td> </tr> <tr> <td>14 November 2017</td> <td>SLHD Executive Management Team</td> </tr> <tr> <td>23 November 2017</td> <td>DMBC Portfolio Holder for Housing</td> </tr> <tr> <td>27 November 2017</td> <td>Registered Providers seminar</td> </tr> <tr> <td>28 November 2017</td> <td>DMBC ward members</td> </tr> <tr> <td>29 November 2017</td> <td>SLHD Board</td> </tr> </table>	October 2017	SLHD senior managers	October 2017	Strategic Housing, DMBC	14 November 2017	SLHD Executive Management Team	23 November 2017	DMBC Portfolio Holder for Housing	27 November 2017	Registered Providers seminar	28 November 2017	DMBC ward members	29 November 2017	SLHD Board
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5	Real Consideration: Summary of what the evidence shows and how has it been used	<p>We have ensured that all relevant protected characteristics are specifically reflected in the review process of fixed term tenancies to ensure that no person is adversely affected by the decision. Such as;</p> <ul style="list-style-type: none"> • Occupancy levels – children are counted as dependants up to the age of 19 when determining the length of tenancy and consideration will be given to dependants who are away at university when determining whether a tenancy should be renewed • Disabilities – disabilities will only need to be considered for those properties where adaptations are present and the need for those adaptations ceases to exist – e.g. the person with disabilities is no longer residing in the property • Married couples / civil partnerships – succession rules cover for any couples living together 														
6	Decision Making	Contained in the body of the cabinet report														

7	Monitoring and Review	Flexible 'fixed term' tenancies will be reviewed on an individual basis to ensure fairness and best use of stock. Tenancies will also be monitored overall across protected characteristics to ensure no potential issues arise in relation to equalities.
8	Sign off and approval for publication	Jane Davies – Head of Housing Management, St Leger Homes Steve Waddington – Director of Housing Services, St Leger Homes Andy Brown