

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 the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	Draft Decommissioning of Housing Stock Policy
Brief Service Profile (including number of customers)	
<p>Southampton City Council is a major landlord with around 16,229 council properties, and 16,048 tenants. The Council also manages 1918 leasehold properties. The council has a responsibility to ensure that its tenants and leaseholders live in decent homes. As part of this responsibility, the Council may make a decision either to remodel, redevelop or dispose of properties. This may include the large-scale regeneration of an estate, or occur on a smaller scale, involving smaller numbers of properties or a single property.</p> <p>The draft policy sets out the process that will be followed when tenants of the council are affected by a decision to decommission a property.</p>	
Summary of Impact and Issues	
<p>The draft ‘Decommissioning of Housing Stock Policy’ has been developed (alongside the Draft ‘Acquisition and Compulsory Purchase Order Policy’) to update and replace the ‘Decants and Permanent Rehousing Due to the Decommissioning of Council Housing Stock Policy (February 2013 version)’.</p> <p>The policy includes a number of updates to respond to business requirements and updated legislation.</p>	
Potential Positive Impacts	
<p>The new policy will support the continued development of the city of Southampton, and provides tenants of the Council affected by the decommissioning of housing stock with a clear policy about the process.</p> <p>Ensuring that tenants are appropriately assessed and provided with a new property that meets their needs will help to address any under-occupancy issues, and make best use of the housing stock available. Southampton City</p>	

Council will work with tenants affected by the policy to identify a suitable alternative property to meet their needs as quickly as possible, and provide compensation in line with legislative requirements.	
Responsible Service Manager	Steve Smith Service Lead Council Housing & Neighbourhoods
Date	May 2017
Approved by Senior Manager	Paul Juan Service Director – Adults, Housing & Communities
Date	May 2017

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions
Age	Older tenants may be more likely to be under occupying a property.	Households being rehoused under this policy will be able to bid for properties of the size and type they are eligible for under the Allocations Policy. Tenants who are under-occupying will be given appropriate advance notification and support to identify a property that meets their needs, in line with national approaches to under occupancy. Identifying a property that meets their needs will have financial benefits for the tenants in question.
	Older tenants may need additional support to move to a new property.	Additional support will be provided to older tenants where appropriate and reasonable (Section 11.15)
Disability	Tenants with disabilities may need additional support to understand the decommissioning process, and move to a new property.	Additional support will be provided to tenants with disabilities where appropriate and reasonable (Section 11.15) Occupants with an Education Health and Care Plan or Adult Care and Support plan will have a review of their

Impact Assessment	Details of Impact	Possible Solutions
		needs and action will be taken to ensure so far as possible that there is continuity of care and their needs for Education, Health Care and support will be provided.
Gender Reassignment	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or Belief	No identified negative impacts.	N/A
Gender	No identified negative impacts.	N/A
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	During the decommissioning process, community safety risks could increase as the site being decommissioned becomes vacant.	Appropriate security measures will be provided to keep tenants, residents, and the property itself as safe and secure as is reasonably possible. (Section 4.7)
Poverty	No identified negative impacts.	N/A
Other Significant Impacts	A large scale decommissioning project may have an impact on the availability of housing across the city, as large numbers of tenants could be displaced.	The Council retains the right to stop other housing register applications from bidding for properties in circumstances in which there is high housing demand due to decommissioning. (Section 7.3)