

## Equality and Safety Impact Assessment

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.

<b>Name or Brief Description of Proposal</b>	No rent or service charge increase for the 2022/23 financial year. Heating Charge increase of 16.52% for the 2022/23 financial year.  Impacts on the Housing Revenue Account and the tenants.
<b>Brief Service Profile (including number of customers)</b>	
There are approximately 15,500 council tenancies in the city who will be affected by both the no increase in rent and no increase in service charges.  There are 5,443 properties that will be affected by the increase in the heating charge.	
<b>Summary of Impact and Issues</b>	
Not increasing the rent by a percentage figure up to the maximum which would be equivalent to CPI Plus 1% (the maximum allowed by Central Government) – this would have been 4.1% for the 2022/23 year based on CPI at 3.1%. The impact of this on the services means a loss of £2.9 million for the 2022/23 year and a loss of £177 million over the Housing Revenue Account (HRA) business plan.  The loss of service charge income for the 2022/23 year with no increase amounts to £77,000, and a loss of £4.7m over the HRA business plan.  The Heating Account is a separate account within the HRA and only those who receive heating via the landlord have to pay for that heating. The cost to the Council of heating increased significantly in 2021/22 and further increases in price of 6% are expected in 2022/23, and this has to be passed on to those receiving landlord-controlled heating to balance the heating account.	
<b>Potential Positive Impacts</b>	
<b>Responsible Service Manager</b>	Steve Smith Head of Stronger Communities, Neighbourhoods & Housing

<b>Date</b>	
<b>Approved by Senior Manager</b>	Mary D'Arcy Executive Director Communities, Culture & Homes
<b>Date</b>	

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Disability</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Gender Reassignment</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Marriage and Civil Partnership</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Pregnancy and Maternity</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Race</b>	In relation to no increase in rents & service charges – no impact.	None required.  No increase in other charges for rent & service charges will

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	In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	help pay the increased heating costs.
<b>Religion or Belief</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Sex</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Sexual Orientation</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.
<b>Community Safety</b>	Not applicable.	Not applicable.
<b>Poverty</b>	In relation to no increase in rents & service charges – no impact.  In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	None required.  No increase in other charges for rent & service charges will help pay the increased heating costs.  For those on Universal Credit or Housing Benefit there will be the annual increase in benefits for the 2022/23 year which will help alleviate the impact this increase could have as people will receive additional income to help offset the heating charge increase.
<b>Health &amp; Wellbeing</b>	In relation to no increase in rents & service charges – no impact.	None required.  No increase in other charges for rent & service charges will

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	In relation to heating charge increase those paying for the service will be impacted by an increase in charge.	help pay the increased heating costs.
<b>Other Significant Impacts</b>	None	

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