

# 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 the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	To designate the four wards of Bevois, Bargate, Portswood & Swaythling as a further additional Houses in Multiple Occupation (HMOs) licensing area for five years. This will mean that all HMOs not covered by the Mandatory HMO licensing scheme in this area will require licensing
<b>Brief Service Profile (including number of customers)</b>	The HMO Licensing team administers the licensing of Houses in Multiple Occupation in Southampton. Properties are licensed in accordance with standards on Fire Safety, amenities and health & safety. This includes the Mandatory licensing of 600 HMOs, and Additional licensing of approximately 4200 smaller HMOs. The team consists 6.5 FTE staff.
<b>Summary of Impact and Issues</b>	The designation of these four wards will mean that approximately 1600-2000 HMOs will require licensing, the majority of which have held a license for the past five years under the previous additional scheme. Some HMOs will be required to carry our remedial work to bring them up to the required standards. The scheme is funded by the licensing fees so there are no capital implications.

<b>Potential Positive Impacts</b>	The standards and most importantly the safety of the HMOs in these four wards will be improved, reducing the likelihood of issues for the occupiers and those living nearby. The management of the HMOs will be improved reducing the impact of the HMOs on the local environment. The provision of HMO wardens as part of the scheme will ensure complaints and issues arising from HMOs will be dealt with promptly and effectively.
<b>Responsible Service Manager</b>	Steven Hayes-Arter, Service Manager for HMO licensing & Adaptations
<b>Date</b>	

<b>Approved by Senior Manager</b>	Rosie Zambra – Service Lead - Environment, Street Scene & Health
<b>Signature</b>	<i>Rosie Zambra</i>
<b>Date</b>	6th July 2018

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	The majority of HMO tenants are aged between 18-34 of which this age group makes up about 50% of the population in these wards (Source: Hampshire County Environment Department's 2017 based Small Area Population Forecasts) Positive impact – HMO licensing will ensure properties are safe to live in for all age groups.	The scheme will be widely publicised and copies of HMO licenses and conditions will be on display at the property so that occupant know what to expect in terms of property conditions and safety and how to report issues.
<b>Disability</b>	From 2011 census data these four wards have around 11-14% of the population living with some form of disability. HMO licensing places no restrictions on tenancy types that would impact persons with disabilities. Positive impact –	

	HMO licensing will improve the safety of HMOs. Tenants with disabilities would benefit from safer properties	
<b>Gender Reassignment</b>	None	
<b>Marriage and Civil Partnership</b>	None	
<b>Pregnancy and Maternity</b>	HMO licensing places no restrictions on tenancy types that would impact pregnant women or those with young babies. HMO licensing will improve the safety of HMOs.	
<b>Race</b>	Census data from 2011 indicates that the majority of residents in these four wards are White British, with Portswood & Swaythling over 70% White British. The number is lower in Bevois at 44.6% with a large number of Asian British at 28%. HMO licensing places no restrictions on tenancy types that would impact on persons from certain ethnic groups.	
<b>Religion or Belief</b>	None	
<b>Sex</b>	None	
<b>Sexual Orientation</b>	None	
<b>Community Safety</b>	Positive impact – licensing powers allow action to be taken against HMO landlords with anti-social tenants	
<b>Poverty</b>	Introduction of license fee may lead to less HMOs being available, which could lead to	License fees kept to reasonable level to minimise impacts on tenants.

	<p>rent increases which could impact those on low income.</p> <p>If properties are not let out they risk becoming empty. Long term empty properties can have negative impact on local community e.g. eyesore risk, squatters</p>	<p>Council has legal powers to deal with empty properties and will work proactively to reduce the number and impact of empty homes</p>
<p><b>Other Significant Impacts</b></p>		