

Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Gedling Borough Council – Private Sector Housing Enforcement related policies 2026, including: Private Sector Housing Enforcement Policy 2026 Private Sector Housing Civil Penalties Policy 2026 Fit and Proper Person Policy 2026			
The main objective of the Private Sector Housing Enforcement Policies and who it is intended to benefit from it:	To set out the councils approach to enforce housing standards in the private rented sector			
What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact: - External (e.g. stakeholders, residents, local businesses etc.) - Internal (staff)				
Please use only 'Yes' where applicable		Negative	Positive	Neutral
<u>Gender</u>	External			No direct impact identified. However, some individuals may be reluctant to engage with enforcement due to fear of discrimination or harassment.
	Internal			No direct impact identified. However, some individuals may be reluctant to engage with enforcement due to fear of discrimination or harassment.

<u>Gender Reassignment</u>	External			No direct impact identified. However, some individuals may be reluctant to engage with enforcement due to fear of discrimination or harassment.
	Internal			No direct impact identified. However, some individuals may be reluctant to engage with enforcement due to fear of discrimination or harassment.

<u>Age</u>	External		Children and older people are more likely to suffer harm from poor housing conditions (e.g. damp, excess cold, falls, fire risks). Enforcement activity may therefore have a positive impact through improved living conditions, civil penalties incentivising compliance.	Landlords neutral impact
	Internal		None	

<u>Disability</u>	External		Disabled tenants may be disproportionately affected by hazards and may have difficulty engaging with enforcement processes (letters, inspections, access arrangements). The council will tailor its approach to positively improve living standards. Disabled landlords or agents may also require reasonable adjustments.	
	Internal		Yes – if staff with disabilities live within the borough they could be eligible for grant assistance in accordance with the policy.	

Please use only 'Yes' where applicable	Negative	Positive	Neutral
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<u>Sexual Orientation</u>	External			No direct impact identified. However, some individuals may be reluctant to engage with enforcement due to fear of discrimination or harassment
	Internal			No direct impact.
<u>Religion or Belief (or no Belief)</u>	External			No direct adverse impact anticipated. However, cultural practices or household composition linked to religion may shape how enforcement is perceived or how occupiers engage.
	Internal			No direct impact

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Comment; These policies will benefit tenants living in rented accommodation through improved living conditions and enhance security of tenure and reduction in discriminating practices
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	Comment; the positive impacts on tenants should enhance the private rented sector for tenants from protected characteristic groups. The enforcement service is tailored to ensure it is accessible and offer protection to vulnerable tenants.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	Comment; these polices are set to implement national legislation through the Renters Rights Act 2025 which will include data reporting to Government which can be kept under review to assess the effectiveness of the council's enforcement activities.

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
To review the implementation of the policies to ensure it remains current	Within 3-4 years	Service user feedback and customer satisfaction	Food, Health and Housing Manager

Authorisation and Review

Completing Officer	Food, Health and Housing Manager
Authorising Director	Director of Place
Date	30th April 2026
Review date (if applicable)	