



# Equality Impact Assessment [version 2.9]

Title: Proposal to introduce property licensing in Bedminster, Brislington West and Horfield wards.	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: Tom Gilchrist
Service Area: Private Housing & Accessible Homes	Lead Officer role: Service Manager

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

We are proposing to introduce property licensing to three wards – Bedminster, Brislington West and Horfield. In Bedminster and Brislington West we propose that most privately rented properties would require a licence to continue letting. In Horfield only HMOs (Houses in Multiple Occupation) will be required to be licensed. Some buildings are exempt from licensing such as social housing, owner occupied, purpose student accommodation, leased properties etc.

The council recognises the need for good quality rented accommodation in the city and the positive impacts it has on the tenants of this sector however many tenants are not in a position of choice and live in accommodation that does not meet minimum housing standards but with the lack of available social housing the PRS is filling the gap. The demand for housing in Bristol is very high and some private landlords have taken advantage in these market conditions to let sub standard property.

The areas have been targeted because there are high concentrations of private rented sector (PRS) housing which are in poor condition or are being poorly managed. Many vulnerable people live in HMOs as this is the cheapest option for them and they are some of the worst housing in the city and impact hugely on the local community when they are poorly managed.

Licensing will enable us to inspect each licensable property to ensure they meet licensing standards and thereby improving standards for many private tenants in the selected areas. Licensing gives us additional powers that other enforcement powers do not. Licensing conditions must be met for both property standard and good management practice. We will provide advice on the necessary improvements (and loans to finance the improvements if necessary) and enforce when landlords do not comply with the licensing standards or apply for a licence.

Once a scheme has been declared it is illegal for a landlord or agent to let a property without a licence nor can they evict their tenants under a section 21 if the property is unlicensed.

We commissioned a report from the Building Research establishment (BRE) to identify areas in the city which met licensing criteria for poor housing / poor management and where the density of PRS was higher than average.

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g., quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<a href="#">Population of Bristol August 2021</a> <a href="#">Bristol Key Fact 2021 (March 2021 update)</a>	The population of Bristol is estimated to be 465,900 people and has become increasingly diverse.

Age: Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. Bristol's 60,300 older people make up 13% of the total population. The median age of people living in Bristol in 2019 was 32.4 years old. At 69% Bristol has a higher-than-average proportion of working age (16-64 years old) people than nationally (62%). Almost a third (31%) are aged between 20-34 and many people in this age group will be students.

Race: The proportion of the population who are not 'White British' is at 22% of the total population. The proportion of people living in Bristol who were not born in the UK has increased from 8% to 15% of the total population. In Bristol, at least 187 countries of birth represented and at least 91 main languages spoken by people living in Bristol.

Religion: In Bristol, there are now at least 45 religions. 47% of population state they are Christian. 37% of the population state they have no religion.

This is general population data which shows the general population being affected by the proposal.

[Quality of Life 2020-21 — Open Data Bristol](#)

**% Satisfied overall with their current accommodation**

Characteristic	% Percentage
16 to 24 years	80.6
50 years and older	88.8
65 years and older	92.0
Female	88.1
Male	85.6
Disabled	76.0
Black Asian & Minority Ethnic	76.8
White Minority Ethnic	82.7
White British	89.0
Asian/Asian British	82.2
Black/Black British	56.7
Mixed Ethnicity	82.9
White	88.2
Lesbian Gay or Bisexual	85.5
No Religion or Faith	87.1
Christian Religion	88.8
Other Religions	74.6
Carer	81.4
Full Time Carer	68.5
Part Time Carer	85.6
Single Parent	69.8
Two Parent	90.2
Parent (all)	87.7
No Qualifications	84.9
Non-Degree Qualified	84.1
Degree Qualified	88.3
Rented (Council)	59.5
Rented (HA)	79.2
Rented (Private)	76.2
Owner Occupier	93.1

	Most Deprived 10%	68.0
	Bedminster	91.7
	Brislington West	88.6
	Horfield	91.6
	<b>Bristol Average</b>	<b>86.9</b>

Source: Quality of Life in Bristol 2020-

Property Licensing Consultation 2020- Equalities Monitoring - Age

What is your age?			
Answer Choices		Response Percent	Response Total
0-10		0.08%	1
11-15		0.08%	1
16-17		0.00%	0
18-24		1.96%	26
25-34		16.52%	219
35-44		22.62%	300
45-54		17.80%	236
55-64		18.25%	242
65-74		13.65%	181
75-84		4.30%	57
85 +		0.45%	6
Prefer not to say		4.30%	57
		answered	1326

Property Licensing Consultation 2020- Equalities Monitoring - Disability

Do you consider yourself to be a disabled person?			
Answer Choices		Response Percent	Response Total
Yes		5.45%	72
No		88.18%	1164
Prefer not to say		6.36%	84
		answered	1320
		skipped	91

Property Licensing Consultation 2020- Equalities Monitoring - Sex

What is your sex?			
Answer Choices		Response Percent	Response Total
Female		42.44%	559
Male		45.71%	602
Prefer not to say		10.93%	144
Other (please describe):		0.91%	12
		answered	1317
		skipped	94

Property Licensing Consultation 2020- Equalities Monitoring - Gender Reassignment	<p style="text-align: center;"><b>Have you gone through any part of a gender reassignment process or do you intend to?</b></p> <table border="1"> <thead> <tr> <th colspan="2">Answer Choices</th> <th>Response Percent</th> <th>Response Total</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td></td> <td>0.39%</td> <td>5</td> </tr> <tr> <td>No</td> <td></td> <td>88.07%</td> <td>1137</td> </tr> <tr> <td>Prefer not to say</td> <td></td> <td>11.54%</td> <td>149</td> </tr> <tr> <td colspan="2"></td> <td>answered</td> <td>1291</td> </tr> <tr> <td colspan="2"></td> <td>skipped</td> <td>120</td> </tr> </tbody> </table>	Answer Choices		Response Percent	Response Total	Yes		0.39%	5	No		88.07%	1137	Prefer not to say		11.54%	149			answered	1291			skipped	120																								
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<p>BRE Integrated Dwelling Level Housing Stock Modelling and Database for Bristol City Council February 2020</p>	<p>There are 202,911 dwellings in Bristol, 50% are owner occupied, 30% private rented and 20% social rented. Overall, the percentage of dwellings in the private rented sector across Bristol is 30% compared to the national average of 19%.</p>																																																								
<p>A public consultation was undertaken between 17<sup>th</sup> March and 26<sup>th</sup> May 2021 on the proposal to extend property licensing into 3 wards – Bedminster, Brislington West and Horfield.</p>	<p>The <a href="#">results of the consultation</a> have been published on the 25 August 2021. Private Landlords, private tenants and other residents living in the proposed areas were invited to participate along with landlord and tenant organisations, local ward councillors and neighbouring LAs. Information was also posted online, on Facebook and on Twitter. Landlords who had signed up for the Private Housing Landlord newsletter were also emailed with full details of the consultation and links to the consultation web pages. A Press release was issued, and the private Housing pages of the council’s website was updated. The consultation ran online for ten weeks via the BCC Consultation Hub and paper copies of the consultation documents were available on request.</p>																																																								

	The majority of the 1,411 respondents who answered the question agreed or strongly agreed (58.64%) that the proposal would help to resolve poor management and property conditions of properties in the PRS in the selected areas. (33.40% disagreed.)
House of Commons Library. Home ownership and renting: Demographics. June 2017	<ul style="list-style-type: none"> <li>Households led by younger people are less likely to own their home and more likely to rent privately. 10% of households led by 16–24-year-olds own their own home and 65% rent privately. For 25–34-year-olds the split is 39% to 42%. Only for households led by someone aged 35 or over do the majority own their home.</li> <li>Owner-occupation is most common amongst households led by people who are Indian, White or Pakistani (67%, 66% and 60% of households respectively). Households led by a Black HRP are least likely to be owner-occupiers (29% are).</li> <li>Private renting is common amongst people of ethnicities categorised as ‘Other’ (39%), ‘Other Asian’ (35%) and ‘Mixed or multiple’ (28%). Households led by a White HRP are least likely to rent privately (16%).</li> </ul> <p>This data indicates that younger people tend to live in the private rented sector as do some Black, Asian and minority ethnic groups.</p>
<b>Additional comments:</b>	

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g., pregnancy/maternity). For smaller team's diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

The above information is collected through the consultation so doesn't cover the entire profile of those affected in the area. We *have not* collected data on the Marriage or Civil partnership characteristic.

The BRE report focuses on the property details as licensing is property led irrespective of the tenants except by the number and relationship of the households who occupy these properties to determine the type of licence required where licensing is introduced.

Many private landlords and tenants are unknown to us and therefore we do not hold equalities data for the majority of these. We do collect the equalities data through our consultations however and we have just completed our 4<sup>th</sup> consultation on licensing across different areas of the city. Of course, this information is only on those who complete the consultation questionnaires.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

A public consultation was undertaken between 17<sup>th</sup> March and 26<sup>th</sup> May 2021 (ten weeks). The [results of the consultation](#) were published on the Consultation Hub from 25 August 2021.

Private Landlords, private tenants and other residents living in the proposed areas were invited to participate along with landlord and tenant organisations, local ward councillors and neighbouring LAs. Information was also posted online, on Facebook and on Twitter.

Landlords who had signed up for the Private Housing Landlord newsletter were also emailed with full details of the consultation and proposals.

A Press release was issued, and the council's private housing website was updated with details about the consultation. The consultation ran for ten weeks via the Consultation Hub with an online survey form and paper copies of the consultation documents made available on request and pre-paid envelopes provided for the completed surveys to be returned and uploaded.

The majority of the 1,411 respondents who answered the question agreed or strongly agreed (58.64%) that the proposal would help to resolve poor management and property conditions of properties in the PRS in the selected areas. (33.40% disagreed.)

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

No further contact will be made until the Cabinet decision is known at which time we will once again write to all known landlords with properties in the area, with residents living in the area and with consultees who wished to be kept informed of the decision.

If the scheme was approved by Cabinet in December, prescribed Public notices must be published in two local papers every other week for ten weeks. We will also write out to all those affected again – mainly landlords and tenants and other stakeholders and equalities groups when the scheme goes live (usually 3 months post decision) and update our web pages, newsletters etc. to publicise as widely as possible with details about how to apply for a licence.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.



Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)</b>	
<p>The aim of licensing is to improve property conditions and poor management practises in the PRS. The positive impact of licensing schemes are the numbers of improvements made to properties that are below minimum standard. The negative impact is that for the landlord there is a financial cost and for some tenants, landlords will increase rents to cover these additional costs even though for the majority the costs are low – maximum £5 or £3 per week before discounts.</p> <p>There are risks that landlords may leave the rental market rather pay the fees but the rental income they can receive far outweighs this one-off cost of selective and additional licensing. Analysis from previous schemes has shown that although there is a churn in the market, the level of PRS is still rising so there always seems to be another landlord who is willing to step in.</p> <p>Rental costs have increased over the last few years and now demand is so high in Bristol, landlords have been increasing rents anyway because of market conditions. Those increases are totally outside of our control and are down to the individual landlord.</p> <p>Landlords who do not make an application for a licence when they should be at risk of enforcement action or even prosecution if they do not licence their properties and yet continue to rent them out. Tenants can apply for Rent Repayment Order if a landlord continues to let a property that has no licence. This means they can get some or all their rent back for the time the property was unlicensed when it should have been.</p> <p>There will be a lot of publicity about the scheme to make as many landlords and agents as possible aware of the scheme (and relevant private tenants) and those who do not licence when they should, will be investigated by caseworkers to encourage and assist them to apply for a licence to avoid enforcement action. We will work with voluntary and community sector also to ensure the message reaches those who need it.</p>	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As most people renting in the PRS are younger people they will be impacted the most by licensing.
Mitigations:	Licensing aims to improve living conditions for those renting in the PRS so the overall impact should be positive.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some landlords rent out property as a retirement fund so licensing and the additional costs involved may impact those and potentially reduce their profit in the first year.
Mitigations:	See general comments
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled people in Bristol are less likely to be satisfied overall with their current accommodation.
Mitigations:	Licensing aims to improve living conditions for those renting in the PRS so the overall impact should be positive.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	In previous schemes, consultees expressed concern that co-habiting same sex couples will be forced to come out to their landlord to avoid paying licence fees.
Mitigations:	If any three or more people are living in a privately rented property which is not rented as a family dwelling it would be licensable regardless of their relationship status to each other – however they would not be required to declare what the nature of their relationship is. The definition of a family for the purposes of HMO licensing is defined by central government and outside the scope of this proposal. <a href="https://www.gov.uk/private-renting/houses-in-multiple-occupation">https://www.gov.uk/private-renting/houses-in-multiple-occupation</a>

	Under this proposal however we are also licensing family accommodation, so the landlord does not need to be made aware of a relationship as all properties need to be licensed and will be based on numbers of occupants on whether it is an HMO or non-HMO. No other detail is necessary.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	Babies and children do not count as an occupant under this legislation so are not included in HMO occupants for the purposes of licensing. As family accommodation is also licensable under this proposal there is no discrimination between how the property is occupied except for HMO definition.
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	If English is not a landlords first language, there may be misunderstanding of the requirement to licence which could lead to non-compliance and enforcement action. Private tenants who do not speak English as a first language may not be aware of the scheme or their rights as a tenant. Black, Asian and minority ethnic people in Bristol are also less likely to be satisfied overall with their current accommodation.
Mitigations:	Information about the potential schemes will be disseminated to landlord and tenant groups and stakeholder contacts as well as posting on social media, online and by mail including information about how to access translation and interpretation services. The renting of private properties is a business, and all landlords of private rented properties should be competent to manage their property(s). If they are not and then it is likely they have an agent or an appointed manager to manage the property for them. Licensing aims to improve living conditions for those renting in the PRS so the overall impact should be positive
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Co-habiting couples who live in rented accommodation with other are not disproportionately affected by this proposal
Mitigations:	As all accommodation is subject to licensing under this proposal including family accommodation and HMO licencing applies regardless where there are 3 or more people in occupation.
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Financial impact on landlords, and tenants if additional costs are passed on.
Mitigations:	See general comments.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People who are carers in Bristol are less likely to be satisfied overall with their current accommodation.
Mitigations:	Licensing aims to improve living conditions for those renting in the PRS so the overall impact should be positive.
<b>Other groups -</b>	
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The aim of licensing is to improve property conditions and as most private tenants are young people, they will feel the improvements more than other groups. All tenants of licensed properties have better protection and are more able to access services if there are issues as each property will have an assigned case officer who can be contacted.

Tenants from particular protected characteristic groups are overrepresented in the private rented sector. Any scheme which encourages better accommodation and better management of the accommodation would therefore benefit people from equalities communities.

People who spend a large proportion of their time at home should benefit from better quality accommodation in particular – e.g., some Disabled people, single parents with small children, some older people.

Tenants with additional vulnerabilities, for example people with mental health needs, women leaving refuges, homeless men and women are increasingly placed in private rented accommodation. The scheme will make it easier for vulnerable tenants and their support workers to identify landlords and letting agencies who are licenced and offer good standards of accommodation.

Some private rented tenants are less settled within their communities than those in social housing or homeowners. Some accommodation sees a high turnover of tenants for example students. Poor quality accommodation can include severe overcrowding and result in a high turnover of tenants. High turnover can cause community cohesion issues with neighbours and creates additional strain on local services e.g., local schools.

Details of landlords who license their properties are placed on a 'Public register' and this information will be available to all. Our web site will also give information and how to contact the council if there are issues with the condition or management of these properties. It is a requirement of the licence to display the contact details of landlord within the rented property and inform the neighbouring property owners the details of the landlord/agent. This will enable tenants and neighbours to report concerns which will ease community cohesion tensions.

It should also make it easier for people to stay in rented accommodation for longer, rather than needing to move because of poor quality accommodation.

We know that some Black, Asian and minority ethnic people and migrants are particularly vulnerable to exploitation regarding poor housing as they are less likely to know their rights and the standards that are deemed acceptable and appropriate. Licensing will highlight their rights and provide the necessary contacts

For most private tenants licensing will have a positive impact in that the council will ensure that their home is safe and properly managed. Under a declared licensing scheme, every licensable property in the area will be inspected and steps taken to ensure the properties meet licensing conditions. This is done without any need for the tenant to contact us as would be necessary outside of licensing in a reactive complaint service.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

There are concerns around the cost of the fees both on landlords and on the tenants - if the costs are passed on to the tenants but at a maximum fee equivalent of £5 pw or £3pw it is hoped that increase is minimal given the income collected from the rent and all tenants will benefit from any improvements and better management that licensing can bring.

There are risks that landlords may leave the rental market rather pay the fees but the rental income they can receive far outweighs this one-off cost of selective and additional licensing. Analysis from previous schemes has shown that although there is a churn in the market, the level of PRS is still rising so there always seems to be another landlord who is willing to step in.

Rental costs have increased over the last few years across the city and now demand is so high in Bristol, landlords have been increasing rents to take advantage of this market. Those increases are totally outside of our control and are down to the individual landlord.

Some landlords may try to continue to operate below the radar and not apply for a licence. However, we have a team of officers who investigate those properties that we believe require a licence and will encourage them to apply for a licence and meet licensing conditions or face prosecution if they still fail to engage. In those situations, we can assist tenants to make an application for a Rent Repayment Order as a landlord cannot legally charge a rent while being unlicensed when the property is required to be licensed.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Licensing will improve property conditions and poor management practises in PRS properties in the area and should have a positive impact on the local community if property standards are being improved and issues around ASB, noise etc are being dealt with. So, all people who live in these privately rented properties and other residents of various characteristics will feel the benefit.

We hope that individuals will be empowered to report poor conditions and poor management practises as we will already be involved in an inspection programme etc. so the tenants do not have to fear retaliatory action if they report anything because the landlord will assume that the actions, we take are normal licensing activity.

### 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group, please specify this.

Improvement / action required	Responsible Officer	Timescale
Private Housing Service is reviewing the data that we are collecting to improve analysis of equalities information of our service users.	Richard Johnson/ Onn Kee Davies	March 2022

### 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

We monitor progress throughout to ensure that all properties are licensed, and all properties inspected and action to remedy any failings are undertaken. A review of the scheme is taken halfway through and again at the end to check progress is being made and to measure its impact on the number of properties improved, enforcement action taken and analysis of the PRS market.

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## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> Donald Graham
Date: 13/9/2021	Date: 23.9.2021

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<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.