

APPENDIX C

SECTION A

Name of policy / project / service	The Trusted Landlord Scheme
Background and aims of policy / project / service at outset	The scheme arose out of an Executive resolution of 15 December 2014 to create a local authority led accreditation scheme. Executive had given consideration to a report on the growth of houses in multiple occupation in Lincoln. Accreditation schemes for private rented accommodation are entirely voluntary but do complement enforcement of standards. Accreditation schemes aim to increase the professionalism of landlords and to bring about improved living conditions. Although the proposal arose out of the study of HMOs the scheme embraces the whole of the private rented sector, estimated to be one fifth of Lincoln's total housing stock.
Person(s) responsible for policy or decision, or advising on decision, and also responsible for equality analysis	Alan Jones, Private Housing team Leader
Key people involved <i>i.e. decision-makers, staff implementing it</i>	Director of Communities and Environment. Assistant Director (Simon Colburn) Service Manager (Sara Boothright)

SECTION B

This is to be completed and reviewed as policy / project / service development progresses

	Is the likely effect positive or negative? (please tick all that apply)			Please describe the effect and evidence that supports this?*	Is action possible to mitigate adverse impacts?	Details of action planned including dates, or why action is not possible
	Positive	Negative	None			
Age	✓			A large proportion of the tenant population is made up of students. Research shows that for the worst HMOs the most vulnerable are often very young children. Whilst the scheme will not be targeting the worst housing it will help to drive up standards overall.	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Disability including carers (see Glossary)	✓			Trusted Landlords will be expected to abide by a code of practice, and will be subject to a fit and proper person test which precludes those who have practised unlawful discrimination.	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Gender re-assignment	✓			Trusted Landlords will be expected to abide by a code of practice, and will be subject to a fit and proper person test which precludes those who have practised unlawful discrimination.	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Pregnancy and maternity			✓	There is no direct impact	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Race	✓			Trusted Landlords will be expected to abide by a code of practice, and will be subject to a fit and proper person test which precludes those who have practised unlawful discrimination.	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Religion or belief	✓			Trusted Landlords will be expected to abide by a code of practice, and will be subject to a fit and proper person test which precludes those who have practised unlawful discrimination.	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Sex	✓			Trusted Landlords will be expected to abide by a code of practice, and will be subject to a	Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.

				fit and proper person test which precludes those who have practised unlawful discrimination.			upon Executive's acceptance of the proposal.
Sexual orientation	✓			Trusted Landlords will be expected to abide by a code of practice, and will be subject to a fit and proper person test which precludes those who have practised unlawful discrimination.		Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Marriage/civil partnership			✓			Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.
Human Rights (see page 8)	✓			The primary thrust of the scheme is to make sure the rented accommodation is safe and to protect the tenants from harm.		Yes/No/NA	No actions are planned. Future work is dependent upon Executive's acceptance of the proposal.

- Evidence could include information from consultations; voluntary group feedback; satisfaction and usage data (i.e. complaints, surveys, and service data); and reviews of previous strategies

Did any gaps exist?	Y/N/NA	If so what were they and what will you do to fill these?
Details about the number and proportion of young people who suffer from poor conditions in HMOs	Y	Undertake desk top exercise to locate the research papers

SECTION C

Decision Point - Outcome of Assessment so far:

Based on the information in section B, what is the decision of the responsible officer (please select one option below):

- | | | |
|---|-------------------------------------|-----------|
| • No equality or human right Impact (your analysis shows there is no impact) - sign assessment below | ☐ | Tick here |
| • No major change required (your analysis shows no potential for unlawful discrimination, harassment)- sign assessment below | ☒ | |
| • Adverse Impact but continue (record objective justification for continuing despite the impact)-complete sections below | ☐ | |
| • Adjust the policy (Change the proposal to mitigate potential effect) -progress below only AFTER changes made | ☐ | |
| • Put Policy on hold (seek advice from the Policy Unit as adverse effects can't be justified or mitigated) -STOP progress | ☐ | |

Conclusion of Equality Analysis (describe objective justification for continuing)	The Scheme is about improving standards and management in the private rented sector and can only be a good thing.
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When and how will you review and measure the impact after implementation?*	The measures are included in the scheme itself.
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Checked and approved by responsible officer(s) (Sign and Print Name)	Alan Jones	Date	14 June 2016
Checked and approved by Assistant Director (Sign and Print Name)		Date	

When completed, please send to policy@lincoln.gov.uk and include in Committee Reports which are to be sent to the relevant officer in Democratic Services

The Equality and Human Rights Commission guidance to the Public Sector Equality Duty is available via: www.equalityhumanrights.com/new-public-sector-equality-duty-guidance/