

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.

Name or Brief Description of Proposal	Tenant and Leaseholder Engagement Strategy 2026-2030
<p>Brief Service Profile (including number of customers)</p> <p>Southampton City Council (council) manages approximately 16000 council tenant homes and 2200 leasehold and shared ownership properties. As a landlord, we want to ensure that we are transparent, accountable and provide the opportunities for the tenants, leaseholders and shareholders to influence decisions about their housing.</p> <p>The Tenant and Leaseholder Engagement strategy was co-produced with tenants and leaseholders. It is broken down into three priorities -</p> <ol style="list-style-type: none"> 1) Residents will play an integral role in decision making 2) Effective Scrutiny 3) To improve communication and interaction <p>The aim is to place tenants at the very heart of our landlord services and once adopted will outline how we will listen and work with tenants to improve housing service. It outlines mechanisms for engagement and empowerment, incorporating direct contributions from tenants, leaseholders and shared owners, show how we listen and act.</p>	
<p>Summary of Impact and Issues</p>	
<p>The Tenant and Leaseholder Engagement Strategy seeks to establish a framework for involving residents in decision-making, improving communication and interaction, and ensuring effective scrutiny. It aims to foster inclusivity, collaboration, and transparency, mitigating</p>	

historical challenges of limited impact of engagement and addressing Regulator findings.

The strategy will help us to deliver against the Regulatory judgement, consider the Social Housing (Regulation) Act 2023 and addressing greater roles for both the Regulator of Social Housing and the Housing Ombudsman. The strategy was co-created with our engaged tenants and reflects TPAS self-assessment findings and staff and tenants survey results.

We as a council have a legal duty to ensure that we paid due regard to the need to foster equality of opportunity and eliminate discrimination – against all protected characteristics.

Potential Positive Impacts

Positive impact of strategy is expected for all protected characteristics as the strategy outlines what the housing services should adopt to improve tenant engagement/tenant satisfaction and enable wider representation of our tenants:

- Tenants and leaseholders will play an integral role in decision-making processes, amplifying their voices.
- Enhanced scrutiny mechanisms will hold service delivery to higher standards, improving accountability
- Improved communication channel will lead to better interaction and understanding between residents and the council
- The inclusive nature of the strategy promotes equality of opportunity and fosters community relations
- Increased tenant satisfaction

Responsible Service Manager	Matthew Luik
Date	
Approved by Senior Manager	Jamie Brenchley
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	In Southampton, the age range* of adults is 66.6%, aged between 18-64 years and 13.7%, aged 65 years and over.	Historically older tenants take a more active tenant engagement role. The strategy should improve the tenant representation. However,

* Mid-Year estimate 2023 (ONS)

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>The older population is projected to grow proportionately more than any other group in Southampton in the next few years. The over 65 population is set to increase by 18.2%, or 7,021 people, between 2023 and 2030, with the over 75 population set to increase by 17.9%, or 3,448 people[†]</p> <p>The following age-related impacts have been considered, as older people may not have easy access to online information and tools.</p>	ongoing monitoring to ensure age-appropriate housing provision.
Disability	There is no identified impact on a person with a disability.	We offer variety of ways for our tenants to get involved and engage with us.
Gender Reassignment	There is no identified impact on a person with a reassigned gender.	Embed inclusivity in tenant engagement and consultation.
Care experienced	There is no identified impact on a person with a care experience.	Embed inclusivity in tenant engagement and consultation.
Marriage and Civil Partnership	There is no identified impact on a person because of their marriage or civil partnership status.	Maintain inclusive policy framework.
Pregnancy and Maternity	There is no identified impact on a person because of their pregnancy and maternity status.	We aim to remove any disadvantage or barriers to participation.

[†] Small Area Population Forecast (Hampshire County Council)

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Race	<p>In Southampton, ethnicity profile[‡] is as follows:</p> <ul style="list-style-type: none"> ▪ 68.1% white British ▪ 12.6% White Other ▪ 10.6% Asian/Asian British ▪ 3.3% Mixed ▪ 3.0% Black/Black British/Caribbean or African ▪ 2.3% Other <p>There is no identified impact on a person because of their ethnicity.</p>	<p>Ensure culturally competent service delivery and tenant engagement.</p>
Religion or Belief	<p>The breakdown of religion[§] in Southampton is as follows:</p> <ul style="list-style-type: none"> ▪ 43.4% no religion ▪ 40.1% Christian ▪ 5.6% Muslim ▪ 1.7% Sikh ▪ 1.3% Hindu ▪ 0.5% Buddhist ▪ 0.1% Jewish ▪ 0.7% Other ▪ 6.6% not answered <p>There is no identified impact on a person because of their religion or belief.</p>	<p>Respect faith-specific needs within tenant engagement.</p>

[‡] 2021 Census (ONS)

[§] 2021 Census (ONS)

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Sex	<p>In Southampton, there are 48% female and 51% male.</p> <p>There is no identified impact on a person because of their sex.</p>	Maintain inclusive policy.
Sexual Orientation	<p>The following statistic for Southampton is as follows**:</p> <ul style="list-style-type: none"> 86.8% Straight or Heterosexual (aged 16 and over) 2.0% gay or lesbian 2.4% bisexual 0.6% - Other 8.3% - did not answer the question <p>There is no identified impact on a person because of their sexual orientation.</p>	Maintain inclusive policy framework.
Community Safety	There is no identified impact on community safety.	Align with Crime and Disorder Act requirements and local safety initiative.
Poverty	There is no identified impact.	Positive impact is expected. The strategy outlines that engaged tenants' volunteer expenses are covered.
Health & Wellbeing	There is no identified impact.	Positive impact is expected. Tenant engagement shows to improve tenants' health and wellbeing.

** 2021 Census (ONS)

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts	N/A	N/A

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