

EQUALITY IMPACT ASSESSMENT

Community Connections



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

The Electrical Safety Standards in the Private Rented Sector (England) Regulations 2020 – Policy.

These regulations are designed to ensure electrical safety within the private rented sector in England by requiring landlords to have the fixed electrical installation within rented properties inspected at least every five years.

A private landlord (as defined in section 122(6) of the Housing and Planning Act 2016) who grants or intends to grant a specified tenancy must ensure that the fixed electrical installation is safe during the period of the tenancy.

The regulations set out excluded tenancies which include amongst others, registered providers of social housing, shared accommodation with a landlord or landlord's family, long leases, student halls of residence, hostels and refuges, care homes, hospitals and hospices and other accommodation relating to healthcare provision.

The communities affected by the legislation (and this policy) are:

- tenants. There are approximately 22,000 privately rented houses and flats in Plymouth. Using the English Housing Survey Households 2013/14 average of 2.5 persons/household in this sector, this suggests about 55,000 people.
- landlords. It is estimated that there are about 12,000 landlords letting property in Plymouth. Of these, about 50% reside in Plymouth.

Author

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Department and service

Community Connections

Date of assessment

8/12/20

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>Nationally: In 2018-19, the private rented sector accounted for 4.6 million or 19% of households. Throughout the 1980s and 1990s, the proportion of private rented households was steady at around 10%. While the sector has doubled in size since 2002, the rate has hovered around 19/20% since 2013-14.</p> <p>Nationally: About two thirds (67%) of households in the private rented sector had a HRP aged under 45 years.</p> <p>However, it is known that the average age in Plymouth (39 years) is about the same as the rest of England (39.3 years), but less than the South West (41.6 years).</p> <p>The proportion of the working age population (16-64 years) is higher (66.1%) than regionally (62.8%) and nationally (64.7%).</p> <p>The removal of automatic entitlement to housing costs for 18-21 year olds in universal credit, may mean that a higher proportion of young people may occupy an HMO. A report published in January 2018 by DWP states that 96% of 18-21 year olds who applied for support for housing costs were awarded it.</p> <p>https://www.gov.uk/government/statistics/removal-of-automatic-entitlement-to-housing-costs-for-18-to-21-year-olds-in-universal-credit</p>	<p>All ages are at risk from electrical shock and burns from defective electrical installations. The most vulnerable group are young children, who are less likely to be aware of the risks posed by electricity. Boys between 5 and 14 are three times more likely to have accidents than girls of the same age.</p> <p>Rising house prices, and a shortage of properties and changes to housing benefit are making it hard for young people to find suitable accommodation, and hence may be more likely to live in rented accommodation.</p>	<p>The safety of the electrical installation is not dependent on the occupant(s).</p> <p>Identification breaches of the legislation does not necessarily reflect the occupants of the property. However, those under the age of 5 are considered most vulnerable and best endeavours will be used to identify where these may be present and that any deficiencies are identified during the course of our activities.</p> <p>Staff have been trained in Equality & Diversity and comply with the requirements. They are able to identify specific needs and requirements, apply a suitable style of communication and modify the application</p>	Strategic Manager and Technical Lead (Housing Improvement), Community Connections

			of the policy in appropriate cases.	
Disability	<p>Nationally: In 2018-19 Just over one quarter (27%) of households in the private rented sector had one or more household members with a long-term illness or disability.</p> <p>It is suggested that 1 in 3 households with a disabled person live in non-decent accommodation and 1 in 5 disabled people requiring adaptations to their home believe their accommodation is not suitable.</p> <p>A total of 31,164 people declared themselves as having a long-term health problem or disability, compared with the total number with disabilities in UK (11,600,000).</p> <p>1297 adults registered with a GP in Plymouth have some form of learning disability (2013/14).</p>	<p>The safety of the electrical installation impacts across physical need.</p> <p>The policy means that improvements can be made if required, either by negotiation or enforcement of the landlord.</p>	<p>The safety of the electrical installation is not dependent on the occupant(s).</p> <p>Identification breaches of the legislation does not necessarily reflect the occupants of the property.</p>	<p>Strategic Manager and Technical Lead (Housing Improvement), Community Connections</p>
Faith/religion or belief	<p>It is recognised that occupants of private rented accommodation may include people who would be protected under the Equality Act in regard to their faith, religion or belief.</p> <p>84,326 of the Plymouth population stated they had no religion, and those with a Hindu, Buddhist, Jewish or Sikh religion combined total less than 1%.</p>	<p>Private rented accommodation may be more central in their location within the city and thus more accessible to those visiting places of worship on regular basis.</p>	<p>The safety of the electrical installation is not dependent on the occupant(s).</p> <p>Identification breaches of the legislation does not necessarily reflect the occupants of the property.</p> <p>There may be some more specific housing requirements in regard</p>	<p>Strategic Manager and Technical Lead (Housing Improvement), Community Connections</p>

			to accommodation and shared facilities that is not addressed by this policy.	
Gender - including marriage, pregnancy and maternity	<p>Overall 50.6% of the population are women, and 49.4% are men. This reflects the national figure of 50.8% women and 49.2% men.</p> <p>In Plymouth in 2017 the mean difference between average hourly earnings of men and women as a proportion of average hourly earnings of men was 11.3% the median difference was 14.9%.</p> <p>In Plymouth 61.3% of women are working and 38.9% of men are working, however, a larger proportion of men work full time in comparison to women.</p>	<p>Gender pay gap, and issues relating to domestic abuse may see occupants of private rented accommodation more affected by this characteristic.</p> <p>Those on lower incomes may be less likely to be owner occupiers and seek cheaper accommodation that may include HMOs.</p>	<p>The safety of the electrical installation is not dependent on the occupant(s).</p> <p>Identification breaches of the legislation does not necessarily reflect the occupants of the property.</p> <p>There may be some more specific housing requirements in regard to accommodation and shared facilities that is not addressed by this policy.</p>	Strategic Manager and Technical Lead (Housing Improvement), Community Connections
Gender reassignment	<p>Recent surveys have put the prevalence of transgender people between 0.6 and 1% of the population.</p> <p>Over the last 8 years the prevalence of transgender people in the UK has been increasing at an average rate of 20% per annum in adults and 50% in children.</p> <p>A study funded by the home office suggests that there are between 300k and 500k people aged 16 and over in the UK who are experiencing some degree of gender variance. This could mean that of Plymouths</p>	<p>Many young people experience gender variance and will transition around the onset of puberty and this can bring them into conflict with parents who may find it difficult to accept their gender identity. This may lead to a displacement in the young</p>	<p>The safety of the electrical installation is not dependent on the occupant(s).</p> <p>Identification breaches of the legislation does not necessarily reflect the occupants of the property.</p>	Strategic Manager and Technical Lead (Housing Improvement), Community Connections

	<p>16 + population, we can estimate between 1287 and 2146 adults in the city that are experiencing some degree of gender variance.</p> <p>The average age presentation for male to female is 40-49, and for female to male is 20-29.</p> <p>More than 28% of trans people in a relationship in the last year have faced domestic abuse from a partner.</p>	<p>person's housing thus private rented accommodation becoming more attractive.</p> <p>The demographic information could suggest that those experiencing gender variance or transitioning may be likely to require cheaper accommodation, even if simply in the short term, due to discrimination in the workplace, fleeing domestic abuse in the home, and displacement from home setting.</p>	<p>There may be some more specific housing requirements in regard to accommodation and shared facilities that is not addressed by this policy.</p>	
Race	<p>92.9% of Plymouth's population identify themselves as White British.</p> <p>7.1% identify themselves as Black and Minority Ethnic with White Other (2.7%), Chinese (0.5%) and other Asian (0.5%) the most common ethnic groups.</p> <p>Plymouth BAME population rose from 3% in 2001 to 6.7% in 2011, and therefore has more than doubled since the 2001 census.</p> <p>Four neighbourhoods have a population of school age children where 20% or more are from a BAME background. They are City Centre (38%), Greenbank and University (32.3%) Stonehouse (29.9%) and East End (23.4%). All of these areas have a high concentration of private rented accommodation.</p>	<p>Across the country 19% of households living in private rented accommodation. As a group, ethnic minority households are more likely to rent privately than white British households and to spend a higher proportion of their incomes on rent.</p> <p>Given the proximity of private rented accommodation and the % of residents in those areas being from a BAME background, it could be a fair assumption that some accommodation may be</p>	<p>The safety of the electrical installation is not dependent on the occupant(s).</p> <p>Identification breaches of the legislation does not necessarily reflect the occupants of the property.</p>	<p>Strategic Manager and Technical Lead (Housing Improvement), Community Connections</p>

		occupied by people from a BAME background. All publications are available in translated formats.		
Sexual orientation - including civil partnership	There is no definitive data on sexual orientation at a local or a national level. A recent estimate from the 2015 ONS annual population survey suggests that 1.7% of the UK population is lesbian, gay or bisexual, if this figure is applied to Plymouth it would mean there are approximately 3649 LGB people in the city.	There is little evidence to suggest that LGB people would be more likely to occupy private rented accommodation specifically.	The safety of the electrical installation is not dependent on the occupant(s). Identification breaches of the legislation does not necessarily reflect the occupants of the property.	Strategic Manager and Technical Lead (Housing Improvement), Community Connections

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	None	N/A
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	None	N/A
Good relations between different communities (community cohesion)	Identifying and supporting good quality housing where people can live their lives in safe and secure accommodation, supporting good relations between communities.	Ongoing as part of activities. Strategic Manager and Technical Lead (Housing Improvement), Community Connections

Human rights Please refer to guidance	The fee structure will be fair and will not differential on the basis of any protected characteristic or any grounds that we cannot objectively justify.	
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STAGE 4: PUBLICATION

Responsible Officer Matt Garrett

Date 11/12/20

Director, Assistant Director or Head of Service