

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

Void Management Strategy

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Community Development - Housing
Lead Officer and contact details	Vicky Young
Names and roles of other people involved in carrying out the EIA	
How will you pay due regard? e.g. working group, individual officer	This overarching EIA has been carried out by the Service Improvement Manager
When did the due regard process start?	October 2025

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

This EIA assesses the proposed Void Management Strategy for North Yorkshire Council. The Strategy sets out a unified framework for managing council-owned housing assets when they become empty. It consolidates existing activity and outlines strategic priorities for compliance, investment, energy efficiency, tenant satisfaction, and service transformation. The EIA evaluates the potential impacts of the Strategy on people with protected characteristics and ensures that void management activity is delivered in a fair, inclusive, and legally compliant way.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

North Yorkshire Council is undertaking a full transformation of its housing asset management approach following local government reorganisation. The Void Management Strategy is being introduced to establish a consistent and strategic framework that replaces fragmented legacy arrangements. The Council aims to embed statutory compliance, improve housing quality and safety, and support long-term investment planning. The Strategy also contributes to wider corporate priorities, including climate action, digital

transformation, and tenant wellbeing. It is designed to ensure that housing services are delivered in a way that is consistent, transparent, and responsive to the needs of tenants and communities.

Section 3. What will change? What will be different for customers and/or staff?

The Void Management Strategy will introduce a unified approach to managing council-owned housing assets across North Yorkshire. It will consolidate existing programmes and responsibilities into a single framework, supported by integrated systems and governance structures. Internal delivery teams will be strengthened to reduce reliance on external contractors. These changes will improve transparency, consistency, and service quality for tenants, while enabling the Council to respond more effectively to regulatory requirements and operational challenges.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

The development of the Void Management Strategy has been shaped through internal consultation, including input from Housing Standards and Housing Delivery. The strategy brings together other housing plans and policies which have been widely consulted on during 2025. I.e. Lettable Standard and Asset Management Standard.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

The Void Management Strategy does not introduce new financial commitments beyond those already planned and underway. Instead, it brings together existing programmes and activities into a single strategic framework, providing greater clarity, coordination, and oversight of void management.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age		x		From information currently available we can estimate that 51% of our tenants are aged over 60. In 2021, 25% of the county's adult population was over the age of 65. This is higher than the national percentage of 18.4%. This means that our tenant population is significantly more aged than the average population for North Yorkshire and the country.

				<p>By 2035, 32.60% of North Yorkshire's total population will be aged 65+ and 5.97% will be aged 85+.</p> <p>Nationally 23.26% will be 65+ and 4.05% will be 85+ by 2035.</p> <p>Less than 5% of our tenant population are under 29. North Yorkshire has a lower proportion of young people than the national average- 24.5% under 25 compared to 29.2% nationally.</p> <p>The Strategy supports safer, warmer homes with improved energy efficiency, which may particularly benefit older tenants.</p>
Disability		x		<p>North Yorkshire has a lower proportion (19.3%) of people with a disability or long-term limiting illness whose day-to-day activities are limited a lot- against the national average of 23.69%.</p> <p>However, this will rise to 20.89% of the 65+ population in North Yorkshire, against a national average of 24.86%.</p> <p>The Strategy includes measures to improve accessibility, reduce hazards, and support independent living through adaptations and smart technologies.</p>
Sex	x			<p>The proportion of females is slightly higher (51%) than that of males (49%).</p> <p>This pattern is reflected across all localities, with the exception of Richmondshire, where the large number of predominantly male military personnel have the effect of reversing the proportions.</p> <p>The Strategy applies equally to all tenants and does not introduce any barriers based on gender.</p>
Race	x			<p>North Yorkshire has a much lower proportion (4.77%) of people who identify with a non-UK identity than the national average (12%).</p> <p>The Strategy is inclusive and does not introduce any criteria or processes that disadvantage individuals based on race or ethnicity.</p>
Gender reassignment	x			<p>In the 2021 census 1478 (0.28%) of residents across North Yorkshire identified</p>

				<p>themselves as transsexual or with a gender identity different to that registered at birth.</p> <p>The Strategy applies equally to all tenants and does not introduce any barriers based on gender identity.</p>
Sexual orientation	x			<p>In the 2021 census 11,291 (2.2%) of residents across North Yorkshire identified themselves as Lesbian, Gay, Bisexual, or Other (LGB+).</p> <p>The Strategy does not introduce any exclusions or barriers based on sexual orientation.</p>
Religion or belief	x			<p>North Yorkshire has higher levels of Christians (55.6%) than the national average (46.2%), and lower levels of all other religions than the national average. Percentages of those with no religion or not stating their religion are broadly similar to the national average.</p> <p>The Strategy does not introduce any criteria or processes that disadvantage individuals based on religion or belief.</p>
Pregnancy or maternity		x		<p>In 2021 there were 5133 live births in North Yorkshire.</p> <p>In 2020 the conception rate per 1000 for under 18's was 10.9. This is below the rate for England (13).</p> <p>In 2020/21 4.2% of deliveries in North Yorkshire were to mothers from ethnic minorities, compared to the England value of 21.6%.</p> <p>The Strategy supports safe and decent homes, which is particularly important for households with young children or expectant mothers. Improvements in heating, damp and mould management, and planned maintenance may contribute to healthier living environments. While the Strategy does not introduce targeted measures for this group, the overall enhancements are expected to have a positive impact.</p>
Marriage or civil partnership	x			<p>A higher percentage of North Yorkshire's population is married or in a civil partnership (53.7%) than the national average (46.8%)</p>

				The Strategy applies equally to all tenants and does not introduce any barriers based on relationship status.
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Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?		x		<p>The population in North Yorkshire is generally sparser than the national average (77 people per square kilometre as opposed to 434 nationally). In some parts of the county this is lower still (Ryedale 36, Richmondshire 38, Craven 48, Hambleton 69).</p> <p>The Strategy ensures consistent service delivery across dispersed rural housing stock.</p>
...have a low income?		x		<p>The proportion of households in deprivation in North Yorkshire reduced between 2011 and 2021. In 2011 52.1% of households in North Yorkshire were deprived in at least one of the four dimensions (employment, education, health and disability, housing).</p> <p>By 2021 this had fallen to 46.7%. This 5.4 percentage point reduction in North Yorkshire compared with a 5.9 percentage point reduction across England as a whole, with the proportion of households in deprivation in North Yorkshire remaining below the national average.</p> <p>The Strategy targets fuel poverty and energy efficiency, which may benefit low-income households through reduced energy costs and improved living conditions.</p>
...are carers (unpaid family or friend)?	x			<p>Carers' allowance claimants make up 0.98% of North Yorkshire's population.</p> <p>This is lower than the average for England (1.42%) but there are variations across the county. It is likely, however, that these figures do not reflect the true number of people carrying out caring roles in the county as many do not claim allowances.</p> <p>The Strategy does not introduce any barriers for carers and may improve housing conditions for those supporting vulnerable residents.</p>

..... are from the Armed Forces Community	x			<p>North Yorkshire has 29,831 Armed Forces Veterans. Richmondshire has the highest proportion of Armed Forces Veterans in North Yorkshire at 9.5% (3,962), which is the third highest nationally.</p> <p>The proportion of veterans in Richmondshire is more than double the national average rate, which is 3.8%.</p> <p>Harrogate has the highest number of Armed Forces Veterans in North Yorkshire with 7,076 (5.2%).</p> <p>The Strategy applies equally to all tenants, including veterans and service families, and does not introduce any exclusions or barriers.</p>
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Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)

North Yorkshire wide	
Craven	
Hambleton	
Harrogate	x
Richmondshire	x
Ryedale	
Scarborough	
Selby	x

If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.

These areas contain the highest concentrations of council-owned homes. As new housing is developed or acquired in other parts of the county, the Strategy will ensure consistent and equitable void management across all localities. As North Yorkshire Council continues to expand its housing provision across the county, the Strategy will ensure a consistent and equitable approach in any new areas where council housing is developed or acquired.

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.

There is no current evidence to suggest that the Strategy will disproportionately affect individuals due to a combination of protected characteristics. The Strategy is designed to be inclusive and responsive to diverse tenant needs.

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	x
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.) The Strategy consolidates existing activity and introduces improvements that are inclusive and beneficial to all tenants. No adverse impacts have been identified. Reasonable adjustments will be made where needed.	

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)
<p>The Strategy will be monitored through:</p> <ul style="list-style-type: none"> • Tenant Satisfaction Measures (TSMs) • Complaints and feedback analysis • Compliance audits and performance dashboards • Governance structures including the Housing Improvement Board and Tenant Scrutiny Panel <p>Adjustments will be made if unintended impacts are identified.</p>

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.				
Action	Lead	By when	Progress	Monitoring arrangements
Monitor tenant feedback and complaints for equality-related issues.	Service Improvement Team	Ongoing		
Review TSMs for disparities across protected characteristics	Housing Management / Service Improvement Team	Ongoing		

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The Asset Management Strategy provides a unified, inclusive, and forward-looking framework for managing council-owned housing assets. It consolidates existing programmes and introduces improvements that support compliance, energy efficiency, tenant satisfaction, and service resilience. No adverse impacts have been identified for people with protected characteristics. The Strategy is recommended for implementation with ongoing monitoring to ensure it remains fair, inclusive, and responsive to tenant needs.

Section 14. Sign off section

This full EIA was completed by:

Name: Vicky Young

Job title: Service Improvement Manager

Directorate: Community Development

Signature: Vicky Young

Completion date: 16 December

Authorised by relevant Assistant Director (signature): A Rowe

Date: 2 January 2026