

Initial equality impact assessment screening form			
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.			
Directorate	Community Development		
Service area	Housing Renewal		
Proposal being screened	New Housing Civil Financial Penalties Policy for private sector housing, ensuring compliance with the Renters' Rights Act 2025 and related housing legislation.		
Officer(s) carrying out screening	Lynn Williams		
What are you proposing to do?	Introduce a new Housing Civil Financial Penalties Policy		
Why are you proposing this? What are the desired outcomes?	The policy provides a detailed, transparent, and legally robust framework for deciding when civil penalties will be used, which offences are eligible, and how penalty levels are calculated. The policy incorporates statutory guidance and establishes a structured matrix to ensure penalties are consistent, fair, proportionate and deterrent. The policy will support effective enforcement of new Renters' Rights Act 2025 offences, selective licensing requirements, Housing in Multiple Occupation licensing, and wider housing standards, while reducing legal and reputational risk for the Council.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	No		
Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics			
As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> To what extent is this service used by particular groups of people with protected characteristics? Does the proposal relate to functions that previous consultation has identified as important? Do different groups have different needs or experiences in the area the proposal relates to? 			
If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		X	
Disability		X	
Sex		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
Are from the Armed Forces Community		X	

APPENDIX B

<p>Does the proposal relate to an area where there are known inequalities/probable impacts (for example, disabled people's access to public transport)? Please give details.</p>	<p>No</p>			
<p>Will the proposal have a significant effect on how other organisations operate? (for example, partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.</p>	<p>No</p>			
<p>Decision (Please tick one option)</p>	<p>EIA not relevant or proportionate:</p>	<p><input checked="" type="checkbox"/></p>	<p>Continue to full EIA:</p>	
<p>Reason for decision</p>	<p>The adoption of a new Housing Civil Financial Penalties Policy is not expected to have an adverse impact on any protected characteristics or any adverse impacts on particular areas, communities or organisations</p>			
<p>Signed (Assistant Director or equivalent)</p>	<p>A Rowe</p>			
<p>Date</p>	<p>26/3/26</p>			