

## **Appendix 6 EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY**

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

## SECTION 1 – PROPOSAL DETAILS

Lead Officer: Neil Pilliner

Service Director: Rhian Hope

Service Area: Public Protection & Regulatory Services

Date: 20/07/2023

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Review of Rhondda Cynon Taf's Additional Licensing Scheme for Houses in Multiple Occupation 2024-2029

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

Landlords who hold a license to operate Houses in Multiple Occupation (HMOs) must comply with the Council's HMO Licensing conditions. Some of these conditions are mandatory and are imposed upon all HMO Licenses in the UK, in accordance with the Housing Act 2004. Others are local conditions that will be imposed on HMOs only in Rhondda Cynon Taf. The purpose of these licensing conditions is to ensure that all accommodation subject to licensing, enjoys a satisfactory standard of management, provides a safe and healthy living environment for occupants and does not adversely affect the locality and other residents. The Additional Licensing Scheme Review for Houses in Multiple Occupation sets out the approach Rhondda Cynon Taf CBC will take to address the issues relating to the Licensing of houses in multiple occupation as defined in paragraph 1.2 of the Draft ALS Review (Please see attached).

The Local Authority is obliged to undertake a review of the scheme every five years, to evaluate its effectiveness and to consider whether it is still fit for purpose. The draft review runs on from the previous ALS review, which was undertaken in 2019 and hopes to build further on its successes and recommendations. Prior to the review going to Cabinet, a full six-week consultation exercise will be carried out; the consultation will be conducted with tenants via surveys and a door knocking exercise, landlords via the RCT Landlord Forum and surveys, with residents via Local Pact Meetings, with Student via Student Union Events and with the wider community via social media. It is envisaged that the results of the consultation exercise will be available as an appendices by the time the review goes before full Cabinet in December 2023

The ALS aims to help to enable and foster a functional and balanced local housing market, which is fundamental to nurturing social inclusion, health and wellbeing and ensuring robust and prosperous communities within Rhondda Cynon Taf. The RCT Additional Licensing scheme serves a dual purpose; both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as for example, those currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion

Between the 2011 and the 2021 National Census, the percentage of privately rented properties within Rhondda Cynon Taf rose from 13.7% to 17.6%. This represented the second highest percentage rise in Wales. There is now an estimated 18,180 private rented properties in the Borough which is an increase from 14,353 as on April 2018; of these 3.02% (549) are Houses in Multiple Occupation. These statistics confirm that the private rented sector is being increasingly relied upon to provide a wide range of housing options within RCT, which are not readily available through the owner-occupier and social housing sectors. According to the most recent Local Housing Market Assessment (July 2022) this trend is set to continue. The LHMA projection indicates that the population of Rhondda Cynon Taf will grow to over 250,000 by 2035 and that the biggest rise will be amongst people aged between 20-29. This age group will be predominately single and will be effected exponentially by the lack of affordable housing. Traditionally, this is the age group most associated with HMOs.

Correspondingly, 17.5% of RCT's Lower Super Output Areas are in the top 10 most deprived areas in Wales. The LSOA have an average population of circa 1,600 and are informed via the Welsh Index of Multiple Deprivation. This takes into account, factors such as income levels, employment rates, health and wellbeing, educational attainment, access to services, community safety and the built environment. However, the pattern of deprivation across RCT is uneven, and is concentrated in specific areas, in large part along the Cynon Valley in communities such as Penrhiwceiber and Pen-y-waun and along the

Rhondda Valley in communities such as Tylorstown and Treherbert. The review aims to show how the introduction of the ALS has had a positive impact on a number of these areas and the continuation of the scheme will further reinforce this effect.

For further reference to the data, strategies and reports used to inform this assessment please see links below:

Welsh Government Housing Wales Census 2021, RCT Housing Support Programme Needs Assessment 2022-26, RCT Plan for Housing in Later Life, RCT Empty Homes Strategy, RCT Affordable Warmth Strategy, Landlords Guide to HMO's 2022-25, Welsh Index of Multiple Deprivation, RCT Local Housing Market Assessment and Health Impact Assessment for Healthy Homes Action Area in Tylorstown.

<https://www.gov.wales/sites/default/files/pdf-versions/2023/1/4/1672911036/housing-wales-census-2021.pdf>

<https://www.rctcbc.gov.uk/EN/Resident/Housing/RelatedDocuments/Housingsupportprogramme/RCTCBCHSGNeedsAssessment.pdf>

<https://www.rctcbc.gov.uk/EN/Resident/Housing/RelatedDocuments/APlanforHousinginLaterlife.pdf>

<https://www.rctcbc.gov.uk/EN/Resident/Housing/Housingstrategiesplansandpolicies/Affordablewarmth.aspx>

<https://www.rctcbc.gov.uk/EN/Business/LandlordGuidance/Housesinmultipleoccupation/Housesinmultipleoccupation.aspx>

[Welsh Index of Multiple Deprivation \(full Index update with ranks\): 2019 | GOV.WALES](#)



RCT Local Housing Market Assessment .



RCT Empty Homes Strategy 2022 - 2025



Health Impact Assessment draft AF

The core purpose of the ALS is to develop a strong strategic approach to the problems associated with the management and maintenance of HMOs and its overarching aims can be outlines as follows:

- To protect the safety and wellbeing of tenants living in HMOs within RCT, especially in relation to hazards such as fire safety, healthy homes and overcrowding.
- Ensure that persons assessed as being fit and proper to hold a license effectively manage properties.
- Use enforcement powers, where necessary, to remedy breaches of licensing conditions and address the negative impact caused to both tenants and the wider community.
- Make sure that all hazards and non-compliant issues identified through a proactive inspection regime are remedied, and to make sure that all category 1 and 2 hazards are alleviated.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

Under the UK wide Mandatory Licensing Scheme, HMO's that are 3 storeys or more and occupied by 5 or more persons living in two or more households, are required to be licensed. (Housing Act 2004). This Act also gives Local Authorities discretionary powers to specify that additional HMOs, as identified by the local Authority, must also apply for a license; this is termed Additional Licensing.

The draft review will link several key Council documents, strategies and plans (see above). It will similarly be affected by statutory requirements as outlined below:

- The Wellbeing and Future Generations (Wales) Act 2015
- Equality Act 2010
- Town & Country Planning Act 1990, Section 215
- Environmental Protection Act 1990, Sections 79-81
- Housing Act 2004, Section 67
- Housing Act 1985,
- RCT Corporate Plan 2020-2024
- Cwm Taf Well-being Plan 2018
- RCT Local Development Plan 2022-2037
- RCT Local Housing Market Assessment 2022
- RCT CBC Warmer Homes Fuel Poverty Strategy
- RCT Affordable Warmth Strategy 2019-2023
- RCT Council Tackling Climate Change Strategy

- Various Local Regeneration Strategies
- RCT – Licensing Conditions for Houses in Multiple Occupation

1.e) Please outline who this proposal affects:

- Service users X
- Employees X
- Wider community X
- 

## SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

### Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<b><u>Protected Characteristic</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Age</b> <i>(Specific age)</i>	<b>Positive.</b>	There is no indication that the Additional Licensing Scheme (ALS) will have a negative impact on any age specific groups	Homelessness data and housing statistics, show that the majority of

<u>Protected Characteristic</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<i>groups i.e. young people or older people)</i>		<p>in our communities. Indeed, the expected outcomes of the ALS review should enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all age groups. Equally, the impact on tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area,</p>	<p>households that are either homeless or threatened with homelessness, are single person households, of which the majority are male. The homelessness statistics and housing data is primarily sourced from the Housing Solutions and Supporting Peoples service data and its WHO12 returns. Other data is referenced above.</p> <p><b>Examples of engagement with internal and external stakeholders includes:</b></p> <ul style="list-style-type: none"> <li>• The development of promotional literature such as leaflets and a comprehensive Landlords Guide/handbook to Standards in HMOs. Link is provided above.</li> <li>• Presentations and displays to strategic partnership groups.</li> <li>• Service users via feedback and in the form of satisfaction</li> </ul>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>Whilst the review applies across all age groups, young people in particular lack access to housing and are often unable to afford to buy or rent houses in the private sector. Increasing supply, standards and property types in shared accommodation will help young people access the housing market.</p> <p>The area with by far the highest concentration of HMOs is Treforest with its student population. There are approximately 9,000 students who attend the Treforest campus and 521 licenses were approved in this location during the period of the last ALS. The Treforest Property Accreditation Scheme also runs in tandem with the ALS, to raise the quality, amenity and management of student housing for the ethnically diverse population who attends the University. The ALS has a positive impact on this community by making sure that all accommodation is well managed and maintained.</p> <p>The development of well-maintained and/or newly refurbished housing will meet Welsh Development Quality Requirements (WDQR), which ensures homes are flexible</p>	<p>questionnaires for service users and landlords.</p> <ul style="list-style-type: none"> <li>• Snap Surveys.</li> <li>• RCT Landlord Forum.</li> <li>• Engagement with owners of empty properties through the proactive work, which is being undertaken via the Empty Property Operational Group.</li> <li>• Regular social media posts and quarterly newsletters.</li> </ul> <p><b>Groups engaged with include:</b></p> <ul style="list-style-type: none"> <li>• Private Landlords</li> <li>• Tenants of HMOs</li> <li>• Home owners</li> <li>• Service users</li> <li>• Key stake holders (RSLs)</li> <li>• Building Developers</li> <li>• Students Union</li> <li>• Local residents via Pact Meetings.</li> </ul>



<b><u>Protected Characteristic</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
		<p>and can be adapted to meet the changing needs of occupants. This ensures that as people get older they can remain or stay in their homes for longer.</p> <p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2 hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>A warm, safe home is integral to helping residents have better lives and to prosper. Improving housing standards and energy efficiency helps lower household expenditure otherwise spent on energy bills, increases enjoyment of home as well as improving both mental and physical health and supports children to maximise their potential. Living in cold homes increases other risks for occupants such as trips and falls and use of unsafe, unsuitable heating appliances.</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market</p>	<p>A full consultation exercise will be carried out between 21<sup>st</sup> August and the first week in October, to ascertain the views of landlords, tenants and residents, especially in areas where there is a high density of HMOs.</p> <p>The key themes that have arisen from previous engagement with stakeholders have influenced our priorities and have been incorporated into the review. For example, in the licensing terms and conditions and the impact of energy efficiency measures and fire safety regulations.</p> <p>The local authority's older people's Strategy 'My Own Front Door'; A Plan for Housing in Later Life 2016. This has helped to inform the review by focusing on older people's aspirations for housing in later life.</p>

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		<p>Assessment and will raise management standards in the sector. The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which aims to alleviate the impact of fuel poverty within the Borough.</p> <p>One of the recommendations of the review outlines our commitment to undertake further research in our communities and evaluation of existing schemes, which will focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.</p>	<p>The Public Health Team oversees the strategy and it is monitored for effectiveness against the KPI outcomes achieved alongside the developed Action Plan. One of the aims of the action plan is for the development of more effective methods of capturing data to adjust our policies and procedures so that service delivery becomes more accessible and relevant to all, regardless of age.</p>
<b>Disability</b> <i>(people with visible and non-visible disabilities or long-term health conditions)</i>	<b>Positive</b>	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing, for all groups with protected characteristics.</p> <p>The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p>	<p>The Council has a legal duty to work together with the residents of RCT, for their future well-being. This duty is set out in the Well-being of Future Generations (Wales) Act 2015. The Act includes seven national well-being goals, which the Council have to underwrite and achieve.</p>

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		<p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>Whilst the review applies across all groups, disabled people in particular lack access to housing and are often unable to afford to buy or rent houses in the private sector. Increasing supply, standards and property types in shared accommodation will help disabled people access the housing market.</p>	<p>RCT has amongst the highest reported incidences of substance misuse, mental illness and poor well-being in Wales. Mental health problems are the most common reason for priority homelessness applications in RCT and housing problems are frequently given as a reason for a person being admitted or re-admitted to inpatient mental health care (RCT HSP Strategy: p15). <a href="#">Link above.</a></p> <p>Support is being offered to those with a disability or whose health has deteriorated to overcome difficulties in securing a home or tenancy by offering bespoke engagement via our housing advice team based in Sardis House; coupled with our supporting peoples team and our Social Lettings Agency.</p>

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		<p>The development of well-maintained and/or newly refurbished housing will meet Welsh Development Quality Requirements (WDQR), which ensures homes are flexible and can be adapted to meet the changing needs of occupants. This ensures that as people get older they can remain or stay in their homes for longer.</p> <p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2 hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market Assessment and will raise management standards in the sector.</p>	<p>Homelessness data shows that in 2021–2022, there were 891 Priority Need homeless cases and of these 87 were households where a household member is vulnerable due to mental health/learning disability/learning difficulties and 79 were households where a household member is vulnerable due to a physical disability (WHO12 Homeless Data Summary). Furthermore, 16% of the Homefinder waiting list are people who require an adapted property (RCT Abritas System: April 2023). The barrier to accessing housing for this characteristic group is the limited availability of adapted housing within RCT’s existing housing stock. The existing housing stock is largely unsuitable for people</p>

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		<p>The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which aims to alleviate the impact of fuel poverty within the Borough. According to the Welsh Index of Multiple Deprivation, (WIMD) 47% of households within RCT are in income deprivation, with disabled individuals affected the most.</p> <p>One of the recommendations of the review outlines our commitment to undertake further research in our communities and evaluation of existing schemes, which will focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.</p>	<p>with a physical disability. What this means, is that people on the housing waiting list who require an adapted property will often have to wait for quite some time while a new property is being built; this can sometimes take up to 2 years.</p> <p>All accommodation developed under our funding options for empty HMOs and our proactive inspection regime, must be built, or updated to the existing Welsh Development Quality requirement (WDQR), which sets out the minimum standards for new and rehabilitated general needs affordable homes. The WDQR state that 'homes should be flexible, responsive to the changing needs of the occupants, meet the changing needs of a variety of households who will occupy the building over its life and be of sufficient size.</p>

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			<p>In reality, this will mean that all homes will have a shower (in addition to a bath) and are provided with adequate space on the ground floor with plumbing, electrical and mechanical ventilation connections to allow for the future installation of a barrier free shower facility suitable for use by a person in a wheelchair. All flats and bungalows have a shower in addition to a bath and bungalows, ground floor flats and flats served by a lift have a bathroom designed so it is capable of adaptation for use by a person in a wheelchair.</p>
<b>Gender Reassignment</b> ( <i>anybody who's gender</i> )	Neutral	The ALS review will enhance the choice of housing options available, whilst also increasing the standard and	One of the recommendations of the review outlines our commitment to undertake further research in our

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<i>identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i>		<p>management of housing for all groups with protected characteristics.</p> <p>The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and also to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social</p>	<p>communities and evaluation of the existing scheme.</p> <p>Going forward, consultation and communication with both landlords and tenants of HMOs, should include an equality monitoring section, to see whether the property owner or tenants, identifies themselves with one or more of the protected characteristics. This will ascertain whether they feel that the ALS is having a positive, negative or neutral impact on their lives. There will be a comments box to provide details and recommendations. This will be monitored periodically by the Public Health Team to determine if any additional measures are required to support those identified with protected characteristics and to promote a positive impact.</p> <p>This will embed equality monitoring into the service delivery and allow</p>

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		<p>cohesion. Increasing supply, standards and property types in shared accommodation will help all residents access the housing market.</p> <p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2 hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market Assessment and will raise management standards in the sector.</p> <p>The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which aims to alleviate the impact of fuel poverty within the Borough.</p>	<p>tailored adjustments to be made, so that support, advice and funding options become more accessible and relevant.</p>



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		<p>One of the recommendations of the review outlines our commitment to undertake further research in our communities and evaluation of existing schemes, which will focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.</p>	
<b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i>	Neutral	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can</p>	<p>Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from 14,353 in 2018; of these 3.02% are Houses in Multiple Occupation. These statistics confirm that the PRS is being increasingly relied upon to provide a range of housing</p>

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		<p>be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>The development of well-maintained and/or newly refurbished housing will meet Welsh Development Quality Requirements (WDQR), which ensures homes are flexible and can be adapted to meet the changing needs of occupants. This ensures that all tenants can remain or stay in their homes for longer.</p> <p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2</p>	<p>options for all residents that is not readily available via the owner-occupier or social rented sectors. According to the most recent Local Housing Market Assessment, this trend is set to continue. The population of RCT will grow to 250,000 by 2035 and that the biggest rise will be amongst residents aged between 20-29. This age group will be predominately single, and will be affected exponentially by the lack of affordable housing. This will also influence their aspirations for marriage or co-habiting. Traditionally, this age group is most associated with occupation in HMOs.</p> <p>Paragraph 14.2 of the review, recommends that a commitment is</p>

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		<p>hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market Assessment and will raise management standards in the sector.</p> <p>The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which aims to alleviate the impact of fuel poverty within the Borough.</p> <p>One of the recommendations of the review outlines our commitment to undertake further research in our communities and evaluation of existing schemes, which will focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.</p>	<p>given, to undertake further research in our communities and evaluation of the existing scheme.</p> <p>Going forward, consultation and communication with both landlords and tenants of HMOs, should include an equality monitoring section, to see whether the property owner or tenants, identifies themselves with one or more of the protected characteristics. This will establish whether they feel that the ALS is having a positive, negative or neutral effect on their lives and a comments box will be provide for any remarks. Feedback will be periodically monitored by the Public Health Team to determine if any additional measures are required to support those identified with protected characteristics and to promote a positive impact.</p>

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
			This will embed equality monitoring into the service delivery and allow tailored adjustments to be made to the service, so that support, advice and funding options become more accessible and relevant.
<b>Pregnancy and Maternity</b> <i>(women who are pregnant/on maternity leave)</i>	Neutral	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern,</p>	Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from 14,353 in 2018; of these 3.02% are Houses in Multiple Occupation. These statistics confirm that the PRS is being increasingly relied upon to provide a range of housing options for all residents that is not

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		<p>monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>Whilst the review applies across all residents, young people who are pregnant, in particular lack access to housing and are often unable to afford to buy or rent houses in the private sector. Increasing supply, standards and property types in shared accommodation will help young people access the housing market.</p> <p>The development of well-maintained and/or newly refurbished housing will meet Welsh Development Quality Requirements (WDQR), which ensures homes are flexible and can be adapted to meet the changing needs of occupants. This ensures that as people get older they can remain or stay in their homes for longer.</p>	<p>readily available via the owner-occupier or social rented sectors. According to the most recent Local Housing Market Assessment, this trend is set to continue. The population of RCT will grow to 250,000 by 2035 and that the biggest rise will be amongst residents aged between 20-29. This age group will be predominately single, and will be affected exponentially by the lack of affordable housing. This will also influence their aspirations for marriage or co-habiting. Traditionally, this age group is most associated with occupation in HMOs.</p> <p>Paragraph 14.2 of the review, recommends that a commitment is given to undertake further research</p>

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		<p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2 hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market Assessment and will raise management standards in the sector.</p> <p>The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which aims to alleviate the impact of fuel poverty within the Borough.</p> <p>One of the recommendations of the review outlines our commitment to undertake further research in our communities and evaluation of existing schemes, which will</p>	<p>in our communities and evaluation of the existing scheme.</p> <p>Going forward, consultation and communication with both landlords and tenants of HMOs, should include an equality monitoring section, to see whether the property owner or tenants, identifies themselves with one or more of the protected characteristics. This will establish whether they feel that the ALS is having a positive, negative or neutral effect on their lives and a comments box will be provide to provide to make any recommendations for future consideration. Feedback will be periodically monitored by the Public Health Team to determine if any additional measures are required to support those identified with protected characteristics and to promote a positive impact.</p>

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		focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.	This will embed equality monitoring into the service delivery and allow tailored adjustments to be made to the service, so that support, advice and funding options become more accessible and relevant.
<b>Race</b> <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>Areas in which high densities of HMOs are located can be susceptible to increases in crime and anti-social behaviour. This can act as a barrier to social-cohesion within these communities. The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs, and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a</p>	Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from 14,353 in 2018; of these 3.02% are Houses in Multiple Occupation. These statistics confirm that the PRS is being increasingly relied upon to provide a range of housing options for all residents that is not

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		<p>prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>The area with by far the highest concentration of HMOs is Treforest with its student population. There are approximately 9,000 students who attend the Treforest campus and 521 licenses were approved during the period of the last ALS. The Treforest Property Accreditation Scheme runs in tandem with the ALS, to raise the quality, amenity and management of student housing for the ethnically diverse population who attend the University. The ALS has a positive impact on this community by making sure that all accommodation is well managed and maintained.</p> <p>The development of well-maintained and/or newly refurbished housing will meet Welsh Development Quality</p>	<p>readily available via the owner-occupier or social rented sectors. According to the most recent Local Housing Market Assessment, this trend is set to continue. The population of RCT will grow to 250,000 by 2035 and that the biggest rise will be amongst residents aged between 20-29. This age group will be predominately single, and will be affected exponentially by the lack of affordable housing. This will also influence their aspirations for marriage or co-habiting. Traditionally, this age group is most associated with occupation in HMOs.</p> <p>Paragraph 14.2 of the review, recommends that a commitment is given to undertake further research</p>



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		<p>Requirements (WDQR), which ensures homes are flexible and can be adapted to meet the changing needs of occupants. This ensures that as people get older they can remain or stay in their homes for longer.</p> <p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2 hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market Assessment and will raise management standards in the sector.</p> <p>The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which</p>	<p>in our communities and evaluation of the existing scheme.</p> <p>Going forward, consultation and communication with both landlords and tenants of HMOs, should include an equality monitoring section, to see whether the property owner or tenants, identifies themselves with one or more of the protected characteristics. This will establish whether they feel that the ALS is having a positive, negative or neutral effect on their lives and a comments box will be provide to provide to make any recommendations for future consideration. Feedback will be periodically monitored by the Public Health Team to determine if any additional measures are required to support those identified with protected characteristics and to promote a positive impact.</p>

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		<p>aims to alleviate the impact of fuel poverty within the Borough.</p> <p>One of the recommendations of the review outlines our commitment to undertake further research in our communities and evaluation of existing schemes, which will focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.</p>	<p>This will embed equality monitoring into the service delivery and allow tailored adjustments to be made to the service, so that support, advice and funding options become more accessible and relevant.</p>
<p><b>Religion or Belief</b> <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Neutral</p>	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improve and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in</p>	<p>Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from 14,353 in 2018; of these 3.02% are Houses in Multiple Occupation. These statistics confirm that the</p>

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<b>Sex</b> <i>(women and men, girls and boys)</i>	Neutral	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p>	<p>Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from</p>

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<b>Sexual Orientation</b> <i>(bisexual, gay, lesbian, straight)</i>	Neutral	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p>	<p>Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from</p>



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		focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.	those identified with protected characteristics and to promote a positive impact. This will embed equality monitoring into the service delivery and allow tailored adjustments to be made to the service, so that support, advice and funding options become more accessible and relevant to all.

**In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:**

	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Armed Forces Community</b>	Positive	The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected	Between the 2011 and the 2021 National Census, the percentage of privately rented properties within

<p><i>(anyone who is serving, has served, family members and the bereaved)</i></p>		<p>characteristics. The impact of tenant's health and well-being will be enhanced, by ensuring that standards in energy efficiency are improved and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>Whilst the review applies across all groups, our armed forces community in particular lack access to housing and are often unable to afford to buy or rent houses in the private sector. Increasing supply, standards and property types in shared accommodation will help young people access the housing market.</p>	<p>RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from 14,353 in 2018; of these 3.02% are Houses in Multiple Occupation. These statistics confirm that the PRS is being increasingly relied upon to provide a range of housing options for all residents, that is not readily available via the owner-occupier or social rented sectors. According to the most recent Local Housing Market Assessment, this trend is set to continue. The population of RCT will grow to 250,000 by 2035 and that the biggest rise will be amongst residents aged between 20-29. This age group will be predominately single, and will be affected exponentially by the lack of affordable housing. This will also influence their aspirations for marriage or co-habiting. Traditionally, this age group is most</p>
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		<p>delivery and how it affects differing groups within our Borough.</p>	<p>and funding options become more accessible and relevant to all.</p> <p>People presenting as Homeless are asked whether they served in the armed forces. The data for 2021 – 2022 indicates just over 3% of homeless applicants stated they did serve in the armed forces. The main reason for homelessness for this group of people is 'prison leaver' (WHO12 Homeless Data Summary).</p> <p>The ALS makes safe and secure accommodation available and increases choices for those living or wishing to live in RCT, including our Armed Forces Community. This is evidenced by the existing Pontypridd Home for Veterans which offers housing and support to ex service personnel who are homeless or who are at risk of being homeless. This project comes under the jurisdiction of the Additional Licensing Scheme.</p>
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<p><b>Carers</b> <i>(anyone of any age who provides unpaid care)</i></p>	<p>Neutral</p>	<p>The ALS review will enhance the choice of housing options availability, whilst also increasing the standard and management of housing for all groups with protected characteristics. The impact of tenant's health and well-being will be improved by ensuring that standards in energy efficiency are enhanced and that properties are free from all category 1 and 2 health hazards, via a regime of pro-active inspections.</p> <p>The RCT Additional licensing scheme serves a dual purpose, both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area. Changes in the market, as currently in operation in Treforest, present a prime example of how the RCT HMO licensing Scheme can be utilised in tandem with other council initiatives to govern, monitor and ensure the quality and standard of both the property and its management. The ALS also serves to mitigate the negative impacts associated with high densities of HMOs and effectively manages the changes in the dynamics of the housing market that, if left un-checked, could have an adverse impact on the desirability of an area, a rise in anti-social behaviour and a breakdown of social cohesion.</p> <p>Whilst the review applies across all groups, young carers in particular lack access to housing and are often unable to afford to buy or rent houses in the private sector. Increasing supply, standards and property types in shared</p>	<p><b>What evidence has been used to support this view?</b></p> <p>Between the 2011 and the 2021 National Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.6%. This represented the second highest increase in Wales. There is now an estimated 18,180 privately rented properties in the Borough, which represents an increase from 14,353 in 2018; of these 3.02% are Houses in Multiple Occupation. These statistics confirm that the PRS is being increasingly relied upon to provide a range of housing options for all residents, that is not readily available via the owner-occupier or social rented sectors. According to the most recent Local Housing Market Assessment, this trend is set to continue. The population of RCT will grow to 250,000 by 2035 and that the biggest rise will be</p>
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		<p>accommodation will help young people access the housing market.</p> <p>The development of well-maintained and/or newly refurbished housing will meet Welsh Development Quality Requirements (WDQR), which ensures homes are flexible and can be adapted to meet the changing needs of occupants. This ensures that as people get older they can remain or stay in their homes for longer.</p> <p>Equally, the enforcement of the licensing conditions will make sure that HMOs comply with all relevant building control and fire safety requirements and there are additional incentives for works, which enhance the energy efficiency of such buildings and helps to elevate category 1 and 2 hazards under the Housing Health and Safety Ratings System. (HHSRS)</p> <p>The review acknowledges the need for well-maintained, affordable housing within RCT. The continuation of the ALS will ensure that existing and new HMOs meet assessed housing need as identified in the Local Housing Market Assessment and will raise management standards in the sector.</p> <p>The Strategy links in with the aims and objectives of RCTCBC Warmer Homes Fuel Poverty Strategy, which aims to alleviate the impact of fuel poverty within the Borough.</p> <p>One of the recommendations of the review outlines our commitment to undertake further research in our</p>	<p>amongst residents aged between 20-29. This age group will be predominately single, and will be affected exponentially by the lack of affordable housing. This will also influence their aspirations for marriage or co-habiting. Traditionally, this age group is most associated with occupation in HMOs.</p> <p>Paragraph 14.2 of the review, recommends that a commitment is undertaken to conduct further research in our communities and evaluation of the existing scheme.</p> <p>Going forward, consultation and communication with both landlords and tenants of HMOs, should include an equality monitoring section, to see whether the property owner or tenants, identifies themselves with one or more of the protected characteristics. This will establish whether they feel that the ALS is having a positive, negative or neutral effect on their lives. Feedback will be periodically</p>
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		<p>communities and evaluation of existing schemes, which will focus on resident's aspirations and in particular on service delivery and how it affects differing groups within our Borough.</p>	<p>monitored by the Public Health Team to determine if any additional measures are required to support those identified with protected characteristics and to promote a positive impact.</p> <p>This will embed equality monitoring into the service delivery and allow tailored adjustments to be made to the service, so that support, advice and funding options become more accessible and relevant to all.</p>
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If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

The Additional Licensing Scheme Review for Houses in Multiple Occupation sets out the approach Rhondda Cynon Taf CBC will take to address the issues relating to the Licensing of houses in multiple occupation as defined in paragraph 1.2 of the Draft ALS Review. The Council's Services aim to ensure that everyone, regardless of age, gender, disability, race, sexual orientation, sex, pregnancy or maternity, religion or belief, marriage or civil partnership, and/or gender reassignment, has access to good quality, affordable housing. Therefore, the Equality Impact Assessment screening form highlights either a positive or a neutral impact on each of the protected characteristics groups and also the armed forces community and carers.

Are you happy you have sufficient evidence to justify your decision?                      Yes                       No

Name: Rhian Hope

Position: Head of Service For Public Protection And Regulatory Services

Date: 20/07/2023

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals. Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a ‘strategic nature’ is available on page 6 of the [Preparing for the Commencement of the Socio-economic Duty](#) Welsh Government Guidance.

### SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

<ul style="list-style-type: none"> <li>• Single parents and vulnerable families</li> <li>• Pensioners</li> <li>• Looked after children</li> <li>• Homeless people</li> <li>• Students</li> <li>• Single adult households</li> </ul>		<ul style="list-style-type: none"> <li>• People living in the most deprived areas in Wales</li> <li>• People with low literacy and numeracy</li> <li>• People who have experienced the asylum system</li> <li>• People misusing substances</li> <li>• People of all ages leaving a care setting</li> <li>• People involved in the criminal justice system</li> </ul>	
<p><b><u>Socio-economic disadvantage</u></b></p>	<p><b>Does the proposal have any positive, negative or neutral impacts</b></p>	<p><b>Provide detail of the impact</b></p>	<p><b>What evidence has been used to support this view?</b></p>

<p><b>Low Income/Income Poverty</b>  <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Positive</p>	<p>In March 2020, the Council’s corporate plan “Making a difference;” was adopted. The plan set out a vision for:</p> <p>“Rhondda Cynon Taf to be the best place in Wales to live work and play, where people and businesses are independent, healthy and prosperous.”</p> <p>The principle aim of the Additional Licensing Scheme (ALS) is to help to enable and foster a functional and balanced local housing market, which is fundamental to nurturing social inclusion, health and wellbeing and ensuring robust and prosperous communities within Rhondda Cynon Taf. The RCT Additional Licensing scheme serves a dual purpose; both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area.</p> <p>The percentage of privately rented properties within RCT continues to grow and now accounts for 17.6% of the total housing stock (2021 National Census). There is now an estimated 18,180 private rented properties in the borough, which is an increase from 14,353 in April 2018. This increase confirms that the private rental sector is increasingly being relied upon to</p>	<p>Multiple Deprivation (WIMD) is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government.</p> <p>WIMD identifies areas with the highest concentrations of several different types of deprivation. The prime purpose of the Index is to provide the evidence needed about the most deprived areas of Wales to inform a variety of decisions, such as funding or targeting of programmes and services for local areas. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived).</p> <p>According to the Welsh Index of Multiple deprivation (2019), RCT features some of the most deprived areas in Wales with 26 LSOAs classed as amongst the 10% most derived and the majority of LSOAs in the local authority in the 30% most deprived. 71.4% are in the top 50%, whilst 47% of all residents are classed as being in income deprivation. The pattern of deprivation across the Borough is uneven and concentrated in</p>
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		<p>provide a wide range of housing options, which are not accessible through other tenures. According to the most recent Local Housing Market Assessment (July 2022) this trend is set to continue and the population of RCT is projected to increase to over 250,000 by 2035. The biggest increase will be amongst the people aged between 20-29; this age group will be predominately single and will be affected exponentially by the lack of affordable housing.</p> <p>Welfare reforms have severely affected many areas within RCT and it makes market rental and owner occupation an option, which is beyond many low-income households.</p> <p>Enabling and fostering a functioning and balanced housing market is fundamental to alleviating income poverty, with the cost of housing being the biggest single burden on most people's income. The ALS review, acknowledges the need for affordable housing within RCT. Affordable housing is categorised as housing that is provided for sale or rent at below open market prices, and where there are secure mechanisms in place to ensure that it is accessible to those who cannot afford market prices.</p> <p>The Welsh Government defines housing need as "households lacking their own</p>	<p>communities such as Pen-y-Waun and Penrhiwceiber in the Cynon Valley and Tylorstown and Treherbert in the Rhondda valley. These areas have deep-rooted social and economic deprivation.</p> <p>The Additional Licensing Scheme has been developed with the aim and objective of protecting the safety of tenants living in HMOs and of minimising the impact of shared housing on the character and amenity of the surrounding area. The ALS review sets out the Council's approach to supporting our most vulnerable residents who live in HMOs; these include some of the most economically disadvantaged of our residents.</p> <p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing within the Borough, which equates to 263 affordable new homes, per annum for the next 15 years. This shortfall will not be met through new build alone and we have to make better use of our existing housing stock.</p> <p>During this time span, the evidence also strongly suggests that</p>
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		<p>housing or living in housing which is inadequate or unsuitable, who are unlikely to be able to meet their housing needs in the housing market without assistance”. The licensing scheme facilitates an increase in good quality and well-managed housing and assists people on low income to access suitable accommodation.</p> <p>The review will help RCTCBC respond to the growing need for affordable housing and will have a positive impact on existing communities by improving social and environmental conditions.</p> <p>Areas in which high densities of HMOs are located can be susceptible to increases in crime and anti-social behaviour and act as a barrier to social cohesion within the community. Currently, there are 460 HMO properties, which are under the authority of the ALS regulations, in addition to the 89 HMOs that are subject to Mandatory Licensing requirements. The Additional Licensing Scheme has enabled the removal of 1050 Category 1 and 2 hazards from properties designated as HMOs during the period since the last review. Proprietors have been supported to raise the standards of management within the sector and robust monitoring, an annual inspection regime and enforcement where necessary,</p>	<p>affordability issues will have an even greater impact on resident’s ability to meet increases in prices, both in the rental and procurement market. This will have an obvious impact on low-income households. The LHMA estimates that 6,208 new households will be created within RCT during the next 15 years, 1,951 of which will not be able to afford market-housing costs. This will place further strain on the social housing sector and further reinforce the necessity for investment in the existing housing stock.</p> <p>Enabling and if necessary enforcing housing standards will benefit residents in all sectors; this will be especially so vis a vis energy efficiency/sustainability measures.</p> <p>RCT’s Affordable Warmth Strategy (2019-2023) estimates that 35% of households are now in fuel poverty; this is an increase from 12% at the start of the period (2019). RCTs Climate Change Consultation showed that residents would like to see the Council investing in more energy</p>
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		<p>has served to identify and prosecute wilfully non-compliant landlords.</p>	<p>efficiency measures and making available more grants and loans to encourage this to happen.</p> <p>The energy crisis is driving the cost of living crisis, with energy bills increasing around 5 times more than they were a couple of years ago, despite the Energy Price Guarantee being in place. Although the Guarantee is due to be extended for one year for the period April 2023-2024, the average household bill will still be around £3,000 per annum. Although no specific figures are available for RCT, based on the expected Energy Price Cap for April 2023 of £3,000, gross household incomes would need to be circa £44k for households not to be in fuel poverty. The average gross household income for RCT is £27,066 highlighting that RCT residents have a high risk of fuel poverty due to low incomes.</p> <p>Many households in poverty also find themselves living in homes with inadequate housing standards and the lowest energy efficiency performance, creating a further risk</p>
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			<p>of fuel poverty and the associated physical health risks of living in cold and damp homes. This also generates mental health effects caused by stress and lack of a person's enjoyment of their home.</p> <p>Since 2019, RCTCBC has enabled over 19,000-energy efficiency measures to be completed, totalling £28.6m in investment. In the Borough, there are now over 30% of homes with an EPC rating of C or above. A home that has an EPC rating of A-C is less likely to be in fuel poverty (8%), compared to F-G the most likely (54%). This highlights that a good quality, low cost home, can help break the link between fuel poverty and poor housing. However, latest EPC data for the borough highlights that 70% of homes with registered EPCs are rated D or below. This coupled with rising energy bills and low incomes, presents a greater risk of fuel poverty for RCT residents.</p> <p>The above statistics shows the importance of strong regulation in certain housing sectors within RCT, so that standards can be driven up</p>
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			and maintained, to benefit residents on low incomes. This is a principal aim of the ALS and one of the recommendations going forward will be that all HMO rentals need to have an EPC rating of C or above.
<p><b>Low and / or No Wealth</b>  <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i></p>	Positive	<p>A principle aim of the Additional Licensing Scheme (ALS) is to help to enable and foster a functional and balanced local housing market, which is fundamental to nurturing social inclusion, health and wellbeing and ensuring robust and prosperous communities within Rhondda Cynon Taf. The RCT Additional Licensing scheme serves a dual purpose; both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area.</p> <p>There has been an exponential increase in the growth in demand of people who need help with housing and the current cost of living crisis will only deepen this need. Paragraph 3.1 of the ALS Review indicates the changing demographic outlook within the borough over the next two decades or so. According to the most recent Local Housing Market Assessment (July 2022) this trend is set to continue. The LHMA</p>	<p>Multiple Deprivation (WIMD) is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government.</p> <p>WIMD identifies areas with the highest concentrations of several different types of deprivation. The prime purpose of the Index is to provide the evidence needed about the most deprived areas of Wales to inform a variety of decisions, such as funding or targeting of programmes and services for local areas. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived).</p> <p>According to the Welsh Index of Multiple deprivation (2019), RCT features some of the most deprived areas in Wales with 26</p>



		<p>projection indicates that the population of Rhondda Cynon Taf will grow to over 250,000 by 2035 and that the biggest rise will be amongst people aged between 20-29. This age group will be predominately single and will be effected exponentially by the lack of affordable housing. Traditionally, this is the age group most associated with HMOs. 47% of all RCT residents are classed as being in income deprivation and therefore, will require assistance to access housing.</p> <p>Welfare reforms have severely affected many areas within RCT and it makes market rental and owner occupation an option, which is beyond many low-income households.</p> <p>Our overall housing strategy aims to continue to undertake further research in communities and evaluation of existing schemes to understand why there are high numbers of empty properties, HMOs and Private rentals concentrated in deprived communities and the correlation between poor housing, health and depravation.</p>	<p>LSOAs classed as amongst the 10% most deprived in Wales and the majority of LSOAs in the local authority in the 30% most deprived. The pattern of deprivation across the Borough is uneven and concentrated in communities such as Pen-y-Waun and Penrhiwceiber in the Cynon Valley and Tylorstown and Treherbert in the Rhondda valley. These areas have deep rooted social and economic deprivation</p> <p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing within the Borough, which equates to 263 affordable new homes, per annum for the next 15 years. This shortfall cannot be met through new build alone and we have to make better use of our existing housing stock.</p> <p>Fuel poverty and energy efficiency schemes go hand in hand with HMO inspections and the dual purpose of the ALS Review. Often the funding options available allow for an “uplift” when the property is being refurbished, which means that solar panels, internal and</p>
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			<p>external insulation and new doors and windows come as a standard improvement. This can offset some of the living costs for households on low income and increase the amount of disposable income available. The ALS Review will recommend a greater emphasis on “joint working”, so that inspections are more concentrated on providing landlords with solutions, options and advice, especially on how to improve their properties and take advantage of any grants or loans that may be available. One of the recommendations going forward will be that all HMO rentals need to have an EPC rating of C or above.</p>
<p><b><u>Material Deprivation</u></b>  <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i></p>	<p>Positive</p>	<p>The principle aim of the Additional Licensing Scheme (ALS) is to help to enable and foster a functional and balanced local housing market, which is fundamental to nurturing social inclusion, health and wellbeing and ensuring robust and prosperous communities within Rhondda Cynon Taf. The RCT Additional Licensing scheme serves a dual purpose; both to protect the safety of tenants living in HMOs and to minimise the impact of shared</p>	<p>Multiple Deprivation (WIMD) is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government.</p> <p>WIMD identifies areas with the highest concentrations of several different types of deprivation. The prime purpose of the Index is to provide the evidence needed</p>

		<p>housing on the character and amenity of the surrounding area.</p> <p>The review will continue to build on the work delivered by the housing solutions team, which includes sourcing and securing white goods and furniture for new tenancies and the heat and save team for assistance and advice around energy efficiency bills and the cost of living crisis.</p> <p>Welfare reforms have severely affected many areas within RCT and it makes market rental and owner occupation an option, which is beyond many low-income households.</p> <p>Our overall housing strategy aims to continue to undertake further research in communities and evaluation of existing schemes to understand why there are high numbers of empty properties, HMOs and Private rentals concentrated in deprived communities and the correlation between poor housing, health and deprivation.</p>	<p>about the most deprived areas of Wales to inform a variety of decisions, such as funding or targeting of programmes and services for local areas. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived).</p> <p>According to the Welsh Index of Multiple deprivation (2019), RCT features some of the most deprived areas in Wales with 26 LSOAs classed as amongst the 10% most deprived in Wales and the majority of LSOAs in the local authority in the 30% most deprived. The pattern of deprivation across the Borough is uneven and concentrated in communities such as Pen-y-Waun and Penrhiwceiber in the Cynon Valley and Tylorstown and Treherbert in the Rhondda valley. These areas have deep rooted social and economic deprivation</p> <p>The RCT Local Housing Market Assessment indicates that the basic annual income required for someone hoping to buy a new build one bed flat would be circa £36,500. The average annual income for residents in RCT is</p>
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			<p>circa £27,100. The average rental for a 3-bed family home in RCT is £584 monthly for lone parent or couples and the benefit cap is set at £22,020. Average energy bills are currently circa £2,500 per annum.</p> <p>This reinforces the need for good quality, affordable housing and a continued emphasis on energy efficiency measures to help with the raising costs of utility bills and the more general cost of living squeeze due to continued high inflation. An increase and “squeeze” in the current mortgage products that are available, especially for first time buyers, will eventually lead to a further reliance on the private rental sector and social housing.</p>
<p><b><u>Area Deprivation</u></b>  <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	Positive	<p>Rhondda Cynon Taf is unique. The borough encompasses both semi-rural and urban communities comprising of huge disparities between affluent areas and some of the most deprived communities in Wales. Rhondda Cynon Taf has significant pockets of deprivation. The area has 26 neighbourhoods categorised within the 10% most deprived in Wales. These neighbourhoods are called Lower-layer</p>	<p>Multiple Deprivation (WIMD) is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government.</p> <p>WIMD identifies areas with the highest concentrations of several different types of deprivation. The prime purpose of the Index is to</p>

		<p>Super Output Areas (LSOAs) and approximately 1,600 residents populate each LSOA. The issues most affecting neighbourhoods in Rhondda Cynon Taf are high levels of unemployment, income deprivation, poor health, poor housing and low educational attainment. The most acute deprivation is to be found in the central and northern valleys, in particular the Rhondda Valley and parts of the Cynon Valley. Such areas pose a significant challenge to the local authority, and in addition to the characteristics outlined above, the LSOA's are also subject to lower levels of economic activity, lower levels of house building and both an aging and declining population.</p> <p>Welfare reforms have severely affected many areas within RCT and it makes market rental and owner occupation an option, which is beyond many low-income households.</p> <p>The ALS highlights the need to build on the partnership working that already exists. This includes continuing to work closely with Registered Social Landlords, private sector landlords and Cwm Taf Health Board.</p> <p>One of the key recommendations within the review stresses the need to undertake further research in communities that have high levels of HMO accommodation and to apply targeted solutions that adopt a holistic</p>	<p>provide the evidence needed about the most deprived areas of Wales to inform a variety of decisions, such as funding or targeting of programmes and services for local areas. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived).</p> <p>According to the Welsh Index of Multiple deprivation (2019), RCT features some of the most deprived areas in Wales with 26 LSOAs classed as amongst the 10% most deprived in Wales and the majority of LSOAs in the local authority in the 30% most deprived. The pattern of deprivation across the Borough is uneven and concentrated in communities such as Pen-y-Waun and Penrhiwceiber in the Cynon Valley and Tylorstown and Treherbert in the Rhondda valley. These areas have deep rooted social and economic deprivation</p> <p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing within the Borough, which equates to 263 affordable new homes, per annum</p>
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		<p>approach to the problem of deprivation and fuel poverty. This would include not only improving the built environment but also improving transport links, job opportunities and delivering on other social/economic improvements.</p> <p>Such a targeted approach was evident in the work carried out in the Tylorstown ward to identify and to target category 1 and 2 health hazards within homes.</p> <p>This work resulted in</p> <ul style="list-style-type: none"> <li>• 151 boilers and/or heating systems being installed.</li> <li>• 56 Loft insulations completed.</li> <li>• 24 EWI Installations</li> <li>• 643 Housing interventions</li> </ul> <p>The ALS review also links in with the identified Council's Strategic Opportunity Areas and will ensure that there are opportunities within these areas to improve HMOs and private sector homes.</p> <p>The review also links in with the Council's tackling climate change strategy and will:</p> <ul style="list-style-type: none"> <li>• Improve EPC ratings on HMOs benefitting from loans / grants.</li> <li>• Enable residents to improve heating insulation in their homes.</li> <li>• Installing solar panels through heat and</li> </ul>	<p>for the next 15 years. This shortfall cannot be met through new build alone and we have to make better use of our existing housing stock.</p> <p>The Council in its strategic and enabling housing role will continue to undertake further research to understand why some areas of the Borough are blighted by empty properties and poor housing conditions, taking into consideration both the micro and macro-economic drivers. It is possible that the poor standard of some HMOs and the high number of HMOs that are unoccupied in certain areas of the Borough, are a symptom of other issues, such as economic and social deprivation, and that an area regeneration approach will need to be considered. This would require further consultation within targeted communities.</p> <p>An example of such consultation carried out with residents would be the work undertaken at an area-based level in both Tylorstown and Penrhiwceiber. The aim was to carry out proactive housing interventions to improve housing,</p>
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		<p>save / eco funding.</p> <ul style="list-style-type: none"> <li>Identify and help to alleviate category 1 and 2 hazards from HMOs.</li> </ul>	<p>health and prosperity. Community consultation included:</p> <ul style="list-style-type: none"> <li>501 houses surveyed</li> <li>Community Information Events</li> <li>Community Health &amp; Well-being events</li> <li>Family Engagement Events</li> <li>Cwm Taf Health Board Events.</li> </ul> <p>During the Pandemic, a lot of this proactive work within our communities was, out of necessity, restricted.</p> <p>Please refer to the link above to the Housing Strategy impact assessment carried out at the curtailment of the Healthy Homes Action Area initiative, carried out in Tylorstown; it contains a cost benefit analysis of the scheme vis-à-vis targeted housing improvements and savings to the NHS and the wider community.</p>
<p><b>Socio-economic background</b> <i>(social class i.e. parents education, employment and income)</i></p>	<p>Positive</p>	<p>The principle aim of the Additional Licensing Scheme (ALS) is to help to enable and foster a functional and balanced local housing market, which is fundamental to nurturing social inclusion, health and wellbeing and ensuring robust and prosperous communities within Rhondda Cynon Taf. The RCT Additional Licensing</p>	<p>Multiple Deprivation (WIMD) is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government.</p> <p>WIMD identifies areas with the highest concentrations of several</p>

		<p>scheme serves a dual purpose; both to protect the safety of tenants living in HMOs and to minimise the impact of shared housing on the character and amenity of the surrounding area.</p> <p>The review highlights the need to build on the partnership working that already exists. This includes continuing to work closely with Registered Social Landlords and Cwm Taf Health Board, to formulate a holistic approach to area regeneration that includes education and employment opportunities and tackles inequalities in infrastructure and transport links. This would benefit all resident in our communities, irrespective of income levels or education attainments.</p> <p>Welfare reforms have severely affected many areas within RCT and it makes market rental and owner occupation an option, which is beyond many low-income households.</p> <p>The continuation of the ALS will help to build on the work already carried out during the previous five years. Section 8 of the review highlights in detail, the benefits of the work carried out and emphasises the positive outcomes of a continuation of the scheme.</p>	<p>different types of deprivation. The prime purpose of the Index is to provide the evidence needed about the most deprived areas of Wales to inform a variety of decisions, such as funding or targeting of programmes and services for local areas. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived).</p> <p>According to the Welsh Index of Multiple deprivation (2019), RCT features some of the most deprived areas in Wales with 26 LSOAs classed as amongst the 10% most derived in Wales and the majority of LSOAs in the local authority in the 30% most deprived. The pattern of deprivation across the Borough is uneven and concentrated in communities such as Pen-y-Waun and Penrhiwceiber in the Cynon Valley and Tylorstown and Treherbert in the Rhondda valley. These areas have deep rooted social and economic deprivation.</p> <p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing within the</p>
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			<p>Borough, which equates to 263 affordable new homes, per annum for the next 15 years. This shortfall cannot be met through new build alone and we have to make better use of our existing housing stock.</p>
<p><b>Socio-economic disadvantage</b>  <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Positive</p>	<p>The review aims to increase the supply of homes that are affordable for all residents, and focuses on the safety of tenants and residents in the communities where HMSs exist. This will include energy efficiency measures to alleviate the worst impacts of the cost of living crisis.</p> <p>The review highlights the need to build on the partnership working that already exists. This includes continuing to work closely with Registered Social Landlords and Cwm Taf Health Board, to formulate a holistic approach to area regeneration that includes education and employment opportunities and tackles inequalities in infrastructure and transport links. This would benefit all resident in our communities, irrespective of income levels or education attainments.</p> <p>Welfare reforms have severely affected many areas within RCT and it makes market rental and owner occupation an option, which is beyond many low-income households.</p> <p>New housing developments will also be</p>	<p>Multiple Deprivation (WIMD) is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government.</p> <p>WIMD identifies areas with the highest concentrations of several different types of deprivation. The prime purpose of the Index is to provide the evidence needed about the most deprived areas of Wales to inform a variety of decisions, such as funding or targeting of programmes and services for local areas. WIMD ranks all small areas in Wales from 1 (most deprived) to 1,909 (least deprived).</p> <p>According to the Welsh Index of Multiple deprivation (2019), RCT features some of the most deprived areas in Wales with 26 LSOAs classed as amongst the</p>

		<p>commenced to meet assessed housing need as identified in the Local Housing Market Assessment and by establishing a healthy Social Housing Grants new build developments.</p>	<p>10% most derived in Wales and the majority of LSOAs in the local authority in the 30% most deprived. The pattern of deprivation across the Borough is uneven and concentrated in communities such as Pen-y-Waun and Penrhiwceiber in the Cynon Valley and Tylorstown and Treherbert in the Rhondda valley. These areas have deep rooted social and economic deprivation</p> <p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing within the Borough, which equates to 263 affordable new homes, per annum for the next 15 years. This shortfall cannot be met through new build alone and we have to make better use of our existing housing stock, The ALS enables us to do just that through enforcement, advice and support.</p>
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## SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

N/A

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

N/A

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

Welsh Government Housing Wales Census 2021, RCT Housing Support Programme Needs Assessment 2022-26, RCT Plan for Housing in Later Life, RCT Empty Homes Strategy, RCT Affordable Warmth Strategy, Landlords Guide to HMO's 2022-25, Welsh Index of Multiple Deprivation, RCT Local Housing Market Assessment and Health Impact Assessment for Healthy Homes Action Area in Tylorstown.

<https://www.gov.wales/sites/default/files/pdf-versions/2023/1/4/1672911036/housing-wales-census-2021.pdf>

<https://www.rctcbc.gov.uk/EN/Resident/Housing/RelatedDocuments/Housingsupportprogramme/RCTCBCHSGNeedsAssessment.pdf>

<https://www.rctcbc.gov.uk/EN/Resident/Housing/RelatedDocuments/APlanforHousinginLaterlife.pdf>

<https://www.rctcbc.gov.uk/EN/Resident/Housing/Housingstrategiesplansandpolicies/Affordablewarmth.aspx>

<https://www.rctcbc.gov.uk/EN/Business/LandlordGuidance/Housesinmultipleoccupation/Housesinmultipleoccupation.aspx>

[Welsh Index of Multiple Deprivation \(full Index update with ranks\): 2019 | GOV.WALES](#)



RCT Local Housing  
Market Assessment .



RCT Empty Homes  
Strategy 2022 - 2025



Health Impact  
Assessment draft AF

4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

Stakeholders have been engaged in the development of the aims and objectives of the Strategy via the Landlord Forums, Satisfaction Questionnaires and Questionnaires for service users. Groups engaged include.

- RCT Landlords via Landlords Forums.
- Registered Social Landlords/Social Housing Grant Programme
- Housing Support grant Providers
- Cwm Taf Health Board/Joint Working Initiatives
- Internal RCT Departments
- Empty Property Operational Group
- Proactive inspection regime carried out by Environmental Health officers.
- Social Media.

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

## SECTION 5 – MONITORING, EVALUATING AND REVIEWING

5a) Please outline below how the implementation of the proposal will be monitored:

The Council will monitor, steer and review progress of the aims and objectives of the Additional licensing Scheme via Annual progress reports submitted to scrutiny committee and SLT. The Licensing scheme will require as full review every 5 years in line with current legislative requirements.

5b) When is the evaluation of the proposal due to be reviewed?

In addition to the above, a formal review of progress and an evaluation of the impact of the review will take place every five years as a minimum, but may be reviewed more frequently should it be deemed necessary.

5c) Who is responsible for the monitoring and review of the proposal?

Environmental Protection & Housing Standards Manager

5d) How will the results of the monitoring be used to develop future proposals?

A key objective of the REVIEW is to improve the information that is collected on outcomes across all our operational programmes, explicit to monitoring the impact of the licensing regime. Specifically, we will improve the data collection on vulnerable groups and socially or economically disadvantaged groups. A full 6 week consultation on the Review will take place between 24<sup>th</sup> August and the first week of October and the results of this will be included as an appendices for full cabinet in December 2023.

## SECTION 6 – REVIEW

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – [equality@rctcbc.gov.uk](mailto:equality@rctcbc.gov.uk) and the Consultation and Engagement team – [consultation@rctcbc.gov.uk](mailto:consultation@rctcbc.gov.uk) in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed impact assessment, policy proposal/report and consultation report to [CouncilBusiness@rctcbc.gov.uk](mailto:CouncilBusiness@rctcbc.gov.uk) for an Officer Review Panel to be organised to discuss your proposal. See our guidance document for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

<b>Diversity and Inclusion team Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>
<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>

## **SECTION 7 – SUMMARY OF IMPACTS FOR THE PROPOSAL**

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Equality Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

*An Equality Impact Assessment has been completed and the main findings are as follows:-*

In summary, the Equality Impact Assessment identifies positive and neutral impacts, and no negative impacts upon the protected characteristics.

- The Additional Licensing Scheme Review for Houses in Multiple Occupation sets out the approach Rhondda Cynon Taf CBC will take to address the issues relating to the Licensing of houses in multiple occupation as defined in paragraph 1.2 of the Draft ALS Review.
- The purpose of these licensing conditions is to ensure that all accommodation subject to licensing, enjoys a satisfactory standard of management, provides a safe and healthy living environment for occupants and does not adversely affect the locality and other residents.
- The Council's services aim to ensure that everyone, regardless of age, disability, race, sexual orientation, sex, pregnancy or maternity, religion or belief, marriage or civil partnership, and/or gender reassignment, has access to affordable, safe and warm homes.
- The impact on age and disability is positive, explicitly because of the impact that assuring and maintaining standards in housing will have on future housing supply and by offering diverse housing tenure and types. How the Council plans for future housing needs, will have a huge impact on a diverse group of residents of all ages. Equally, developing "homes for life" standard housing will mean that incorporating new designs into refurbished properties will enable residents to live longer in their own homes and easily adapt them as their mobility changes with time.
- Accommodation will be managed, maintained and refurbished to meet the needs identified in the Local Housing Market Assessment and will be built to Welsh Development Quality Requirements which sets out minimum standards for affordable homes. Homes will be flexible and responsive to the changing needs of applicants and will be adaptable to meet physical disabilities.

ALS needs to continue to evolve and with this in mind, the following recommendations should be considered and or implemented, to make sure that the ALS continues to meet its stated aims and objectives:

- To assist owners of HMOs to focus on energy efficiency measures consideration could be given to revising the current EPC rating imposed within HMO licensing conditions to a higher standard. A referral system could be established, whereby Officers, after completion of inspections, could signpost owners to the Heat & Save Team to see if there are any grants or loans available and/or, to offer help and advice with energy efficiency measures and upgrades to the properties.
- We should develop a more robust monitoring scheme to ascertain the beneficial outcomes of the schemes. This should include collection of data on how housing conditions have been improved and what improvements have been made in management practices. This should be gathered to demonstrate what benefit this might have on the health and wellbeing of tenants.
- Commit to undertaking further research in our communities, to evaluate the effect that the Additional Licensing Scheme is having on residents with protected characteristics, who may need additional help and support to maintain their tenancies.
- Review the service to make sure that our service delivery is in accordance with the Welsh Language requirements, and to ensure that at all times the Welsh Language is promoted and that service users have the opportunity to receive information in their chosen Language. This should mean that the option to correspond in the Welsh Language is promoted first.
- Conduct a review of the license fees in accordance with best practice requirements and “benchmark” with other Local Authorities.
- Conduct a review of the Treforest Property Accreditation Scheme, to make sure that it is fit for purpose and that it underlines our aims of improving managerial and service standards.
- When HMOs are inspected, allow the opportunity for all residents to be involved in the process by notifying them of the visit. This will permit all interested parties the chance to make comments before a final license is issued.



- Develop an action plan to help monitor the effectiveness of the Additional Licensing Scheme, with regards to its strategic aims of improving management standards in the sector.

## **SECTION 8 – AUTHORISATIONS**

Lead Officer:

Name: Neil Pilliner

Position: Environmental Protection & Housing Standards Manager

Date: 20/07/2023

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name: Rhian Hope

Position: Head of Service – Public Protection & Regulatory Services

Date: /2023

Please submit this impact assessment with any SLT/Cabinet Reports.