

Appendix B - Integrated Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area:

Directorate:

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other

(b) Please name and fully describe initiative here:

As part of the Council report – Implementing the Renting Homes Act, a recommendation to end the use of Introductory Tenancies in Swansea is being made. The decision is one to be made by Council as it was a Council decision to use them in March 2012.

The Act requires new tenancy agreements, known as ‘occupation contracts’ to be issued to all new and existing tenants. It is therefore an opportune time to make the transition away from Introductory tenancies and issue all new and existing tenants with Secure Occupation Contracts. A summary of the reasons is included below.

Under the Housing Act 1996, Local Authorities were given the option of being able to operate an Introductory Tenancy policy. The decision to make use of Introductory Tenancies was made by Council in March 2012 and the policy came into effect for all new Council tenants from November 2012.

Introductory tenancies provide tenants with fewer tenancy rights than a Secure tenancy and less security of tenure as it is considered to be ‘easier’ for a landlord to evict an introductory tenant since it is mandatory for a court to grant possession if due process has been followed. Introductory tenancies are granted to all new Swansea Council tenants (except where the tenant was a secure tenant or an assured tenant of a registered social landlord immediately before).

The Introductory tenancy is adopted for a period of 12 months and automatically becomes a Secure tenancy on the anniversary of the date the tenancy started. However, if there are breaches of the tenancy conditions during the introductory period, the Council can decide to end the tenancy by pursuing possession or extend the introductory period by up to 6 months

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- Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?
Please provide details below – either of your activities or your reasons for not undertaking involvement**

No consultation activities have been undertaken regarding this recommendation as it is considered to be wholly positive move which will enhance tenancy rights in line with the ethos of the new legislation.

If Council agree the recommendation to end use of Introductory Tenancies then all affected tenants will be written to in order to advise them of the outcome and impact on them, which will be that the Council will provide them with a new secure occupation contract from 1st December, in line with the Act. This will include an explanation of their enhanced security of tenure.

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- Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:**

- a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?
Yes No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?
Yes No
- c) Does the initiative apply each of the five ways of working?
Yes No
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?
Yes No

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- Q5 What is the potential risk of the initiative? (Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)**

High risk

Medium risk

Low risk

This is a low risk initiative for the council to undertake across all the impact areas.

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- Q6 Will this initiative have an impact (however minor) on any other Council service?**

Yes No **If yes, please provide details below**

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- Q7 Will this initiative result in any changes needed to the external or internal website?**

Yes No **If yes, please provide details below**

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Q8 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

Removal of introductory tenancies will allow the council to continue and enhance the person centred approach it takes to dealing with breaches of tenancy, which is a positive outcome for all groups including those with protected characteristics.

Over the last decade there have been many socio-economic and legislative changes and challenges nationally. These include the impact of Welfare Reform, a rise in homelessness, an increase in people with complex needs, the impact of the Covid pandemic and more recently the effect of the cost-of-living crisis. All these changes have meant that Introductory Tenancies can no longer be considered an appropriate and effective policy tool given the prevailing socio-economic conditions and the change of approach needed by Local Authorities given these changes. Over the last few years, new ways of working with tenants who cause anti-social behaviour or who have rent arrears have been introduced by the Authority which are at odds with the blunter tool of Introductory Tenancies. These include:

- Developing ways the Authority can work with prospective tenants to prepare and equip them to manage and sustain a tenancy.
- Ensuring tenants receive advice and support about welfare benefits, financial inclusion and income maximisation at an early stage of their tenancy.
- Working in a more sustainable way; including increasing resources in the Anti-social Behaviour support Team.
- Focusing on proactive early interventions to increase engagement at a much earlier stage.
- Exploring trauma and psychologically informed approaches to Housing Management.
- Working towards eliminating cycles of repeat homelessness; including the rapid rehousing approach.
- Ensuring that eviction is an action of last resort where all other methods have failed.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q7)**

No negative impacts are foreseen in relation to any group of individuals referred to at Q2. The removal of Introductory tenancies in Swansea is designed to improve the position and security of tenure of tenants across Swansea including all those with protected characteristics.

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(NB: This summary paragraph should be used in the 'Integrated Assessment Implications' section of corporate report)

- Full IIA to be completed
- Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:
Name: Rosie Jackson
Job title: Housing Strategy and Development Manager
Date: 21/9/22
Approval by Head of Service:
Name:
Position: Head of Housing and Public Health
Date: 21/9/22

Please return the completed form to accesstoservices@swansea.gov.uk