

Thurrock Council

Community Equality Impact Assessment – Rent reviews and Lease Renewals

Service area and lead officer

Name of service	Property & FM
Lead officer name	John Cooper
Lead officer job title	Interim AD Property & FM
Lead officer email address	John.cooper@thurrock.gov.uk

Subject of this assessment

What specific policy, strategy, function or service is the subject of this assessment?
<p>The subject of this assessment is part of the Financial Recovery Board Workstream and the purpose of the undertaking lease renewals and rent reviews, is to bring at least 10% additional income on the current budgeted income of £3.528M which has already been achieved for the current financial year.</p>
Borough-wide or location-specific?
<input checked="" type="checkbox"/> Borough-wide <input type="checkbox"/> Location-specific – please state locations below.
<p>Click or tap here to enter text.</p>
Why is this policy, strategy, function or service development or review needed?
<p>To assess whether there is a negative impact upon the Council's property tenants following a review of the provision of their Leases with regards to rent reviews and lease renewals. In most cases rents will increase</p>

1. Consultation and supporting information

1.1. What steps you have taken, or do you plan to take, to consult the whole community or specific groups affected by this development or review? **This is a vital step.**

Steps you have taken, or plan to take, to consult

The rental increases only affect those individuals and organisations that have chosen to enter commercial property transactions with the Council. The Council is not the only owner and provider of commercial property and other organisations will initiate reviews where their Leases allow.

The Leases are typically reviewed on a regular basis; are agreed by negotiation accepted by choice and are normal contractual arrangements.

The rental increases only affect individuals or organisations that choose or have chosen to enter into a commercial transaction with the Council. Consultation with Community and workforce described in part 2 below is not deemed necessary and is not something that it is believed to be conducted by other Councils

1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

Sources of data or intelligence, and how they have been used

We have reviewed our approach and working practice is consistent with other authorities.

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2. Community and workforce impact

2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Location-specific impact, if any	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Health and wellbeing of residents	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Socio-economic outcomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
Veterans and serving members of the armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.

3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
Consider the necessity and Benchmark annually against similar authorities	October annually	Head of Property Services
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4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Equality and Diversity Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact

Customers should be properly advised when entering property transactions

Where individuals or organisations enter commercial leases or other commercial property transactions it is expected that there will be reviews and changes provided for in Lease agreements.

Negative Community impact is not thought to be applicable at this time but will be reviewed annually to ensure any changes are appropriately and fully considered.

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5. Sign off

5.1. This community equality impact assessment must be authorised by the relevant project sponsor, strategic lead, or assistant director. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
John Cooper	Interim AD Property & FM	10/11/2023
Jayne Middleton-Albooye	Interim Head of Legal Services	10/11/2023
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