

Redditch Borough Council – Equality Impact Assessment

Service / Policy Proposal Title:	Neighbourhood & Tenancy Decant Policy				
Directorate / Service Area:	Neighbourhood & Tenancy – Housing Services				
Lead Officer(s):	Claire Jones				
Date Started:	23 July 2026				
Decision Maker:	Jon Elger		Decision Date:	TBC	
Type of Activity:	New / Proposed	☒	Existing	☐	Change / Update
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Overview of Proposal: Describe: - The current service / policy - The proposed change - Intended outcomes - Any legal or statutory drivers	The Decant Policy sets out how the Council will support residents who are required to move from their homes temporarily or permanently due to emergencies, major repairs, refurbishment works, regeneration schemes, redevelopment, or demolition of properties. The policy explains the rehousing process, available support, compensation arrangements, and decision-making procedures to ensure residents are treated fairly and consistently. The policy is being introduced to provide a clear, transparent and legally compliant framework for managing decants. It aims to minimise disruption to residents, ensure compensation and support are applied consistently, protect vulnerable households, and enable the Council to deliver essential works and redevelopment projects effectively. Current service users' needs will continue to be met through the provision of suitable alternative accommodation, practical moving assistance, and financial compensation where applicable. The policy places particular emphasis on supporting vulnerable residents and ensuring households affected by a decant receive appropriate guidance throughout the process. The policy is designed to meet the Council's duties as a landlord, support equality obligations, facilitate vacant possession where required, and ensure a fair and consistent approach to rehousing and resident support. Relevant legislation includes the Equality Act 2010, Housing Acts, Human Rights Act 1998 and Land Compensation Act 1973.
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Impacts: Who will benefit or be impacted? (e.g. residents, service users, staff, businesses) Provide details:	The policy affects Council tenants and leaseholders who are required to move from their homes due to major repairs, regeneration, redevelopment, or demolition projects. These residents may experience disruption to their housing, family life, employment, education, healthcare arrangements, and
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• Which groups are affected and how • Whether any groups may be excluded or adversely affected • Whether any new groups may benefit	support networks. Some residents, particularly older people, disabled people, those with health conditions, carers, and families with children, may be more significantly affected and may require additional support. The policy aims to minimise these impacts by providing clear rehousing arrangements, practical assistance, and compensation where appropriate. It ensures affected residents are treated fairly and consistently and that vulnerable households receive the support they need throughout the decant process. The policy does not apply to homeless households in temporary accommodation, Council licensees, trespassers, unlawful occupiers, or tenants who are ineligible due to tenancy fraud or an outright possession order, except in exceptional circumstances. Overall, the policy benefits eligible residents by providing a transparent framework for managing moves required by Council-led projects and essential works.
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Evidence and Data: What evidence has informed this assessment? Include: • Service data • Research / national data • Equality monitoring data	The development of this policy has been informed by a range of qualitative evidence, customer feedback, and good practice from across the social housing sector. The Council has considered feedback received from residents who have previously experienced a decant process. This feedback highlighted the importance of clear communication, early engagement, practical moving support, fair compensation arrangements, and additional assistance for vulnerable households. Lessons learned from previous decant cases have been incorporated into the policy. The policy has also been benchmarked against decant and rehousing policies used by other local authorities and registered social housing providers. This helped identify best practice approaches to resident support, compensation payments, vulnerability assessments, rehousing processes, and decision-making arrangements. The Council has considered available tenancy and demographic data relating to its resident population, including the needs of older residents, disabled residents, households with children and other potentially vulnerable groups. Evidence gathered indicates that residents affected by decants benefit from clear processes, tailored support and early intervention.
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Engagement and Consultation: Who has been engaged and what did they say?	The Decant Policy was developed in consultation with key internal stakeholders, including Lettings, Property Services and Housing Solutions.
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Include: • Service users • Underrepresented groups • Staff and stakeholders	Stakeholders emphasised the need for clear communication, fair and transparent rehousing and compensation arrangements, and tailored support for residents affected by a move. Particular consideration was given to the needs of older people, disabled residents, people with health conditions, carers, and families with children who may experience greater disruption during the decant process. Potential barriers identified included accessing suitable adapted accommodation, communication needs and the additional support required by vulnerable residents. The policy has been designed to address these issues through early engagement, individual assessments, reasonable adjustments and practical support.
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Public Sector Equality Duty (PSED):	
Eliminate Discrimination • Are there barriers for any protected groups? • How have these been identified and addressed?	The Decant Policy helps eliminate discrimination, harassment and victimisation by ensuring all residents are treated fairly, consistently and in line with the Equality Act 2010. Rehousing and compensation decisions are based on clear criteria and individual circumstances rather than personal characteristics. The policy recognises that some groups, such as disabled residents, older people, those with health conditions, carers and families with children, may be more affected by a move. Additional support, reasonable adjustments, adapted accommodation, practical moving assistance and ongoing support will be provided where required. Consultation with affected residents and scheme-specific Equality Impact Assessments will help identify and support throughout the decant process.
Advance Equality of Opportunity • Does the proposal reduce inequalities? • Does it improve access, participation, or outcomes?	The policy advances equality of opportunity by recognising that some residents may face greater challenges when required to move home and by providing additional support where needed. Rehousing decisions take account of disability, health needs, age, caring responsibilities and family circumstances. Measures such as adapted accommodation, consideration of medical needs, support with school arrangements and practical moving assistance help reduce disadvantage experienced by protected groups. Dedicated officer support, reasonable adjustments, and tailored assistance further help vulnerable residents access rehousing opportunities on an equal basis.

Foster Good Relations • Will it improve inclusion or cohesion? • Could it create tensions or perceptions of unfairness?	The Decant Policy supports good relations and community cohesion by promoting a fair, transparent and supportive approach to residents who are required to move from their homes. The policy ensures that all affected residents are treated consistently and with respect, regardless of their background or protected characteristics. The policy encourages positive relationships between the Council and residents through early consultation, clear communication, active engagement, and ongoing support throughout the decant process. Residents are given opportunities to understand proposals, share their views, and receive information about rehousing options and available support. By providing tailored assistance to vulnerable households and considering individual needs, the policy helps ensure that no group is unfairly disadvantaged. It seeks to minimise disruption to existing support networks, schooling, employment, health services and community connections wherever possible, helping residents maintain links with their local communities. The policy also contributes to community cohesion by ensuring redevelopment and regeneration projects are managed fairly and transparently, building trust and confidence in the Council's decision-making. Through consultation, equal treatment, and personalised support, the policy helps foster positive relationships among residents and between residents and the Council.
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Impact by Protected Characteristic		
Groups	Impact (positive / neutral / negative)	Evidence
Age (older / younger people, children)	Potential negative impact mitigated through support arrangements.	Older residents may experience anxiety and disruption. Children and young people may be affected by changes to schooling and friendships. The policy considers schools, support networks and local services when identifying accommodation.

Disability (people with physical / sensory impairment or mental disability)	Potential significant negative impact mitigated through reasonable adjustments.	Adapted accommodation, OT recommendations, medical needs, care packages, aids and adaptations are considered. Assistance animals are recognised within the policy.
Gender reassignment (the process of transitioning from one gender to another)	No specific adverse impact identified.	Transgender residents may require assurance around confidentiality, dignity and respect during the rehousing process.
Marriage & Civil Partnership (Marriage and registered civil partnerships)	Limited direct impact identified.	Household circumstances are considered when determining rehousing needs.
Pregnancy & maternity (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	Potential negative impact mitigated through support.	Pregnant residents and households with young children may experience additional challenges during relocation. Practical assistance and suitable accommodation can be provided.
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	Potential negative impact mitigated through communication support.	Residents whose first language is not English may face communication barriers. Translation, interpretation and accessible communication can be provided where required.
Religion & belief (religious faith or other group with a recognised belief system)	Potential low negative impact.	Residents may wish to remain close to places of worship, faith communities or cultural support networks.
Sex (male / female)	No specific adverse impact identified.	Support is provided on the basis of need rather than gender.
Sexual orientation (lesbian, gay, bisexual, heterosexual)	No specific adverse impact identified.	The policy promotes equal access to rehousing, compensation and support services.
Socio economic (this is not a protected characteristic but the potential impact on this group should be considered)	Potential negative impact.	Lower income households may experience financial pressures associated with travel, employment, education, healthcare access and digital connectivity during a move. The policy includes compensation, reimbursements and practical support to minimise disadvantage.
Other e.g. rurality, carers, health inequalities	(Carers, Mental Health, Health	Unpaid carers may experience disruption to caring arrangements and support networks. Residents with mental

	Inequalities, Domestic Abuse) Potential negative impact.	health conditions may experience increased anxiety and uncertainty associated with moving home. Residents experiencing domestic abuse may have specific safeguarding and confidentiality requirements which should be considered when planning rehousing arrangements. The policy includes individual assessments, dedicated officer support and tailored assistance for vulnerable residents.
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Key Risks and Mitigation		
Risk	Affected Group(s)	Mitigation Action
Lack of suitable adapted accommodation	Disabled residents	Early identification of needs, OT involvement, consideration of adaptations and reasonable adjustments
Communication barriers	Race, Disability, Older People	Provision of translation, interpretation and accessible information formats
Disruption to care packages and support networks	Disabled residents, Carers, Older People	Individual assessments and liaison with relevant support services
Increased anxiety and distress associated with moving	Older residents, Mental health conditions, Vulnerable residents	Early communication, dedicated officer support and practical assistance
Financial hardship resulting from relocation	Low-income households	Disturbance payments, compensation and reimbursement of agreed expenses
Safeguarding or confidentiality concerns	Domestic abuse survivors, Transgender residents, Vulnerable households	Sensitive case management and confidentiality arrangements

Monitoring and Review: How will impacts be tracked? - Indicators or data used - Timescales for monitoring - Identifying impacts on different groups
The policy will be reviewed annually to ensure it remains compliant with legislation, reflects good practice and continues to meet the needs of residents affected by decants. The Council will: - Monitor customer feedback from residents who have experienced the decant process. - Seek and consider staff feedback from officers involved in delivering the policy. - Monitor complaints, compliments and enquiries to identify trends or barriers. - Monitor outcomes for vulnerable residents and protected groups.

- Monitor rehousing outcomes, complaints and requirements for adapted accommodation by protected characteristic where data is available.
- Use feedback from affected households to identify any unintended disadvantage and inform future reviews.

Status of Proposal:

At this stage, the proposal is:

☐	Proceeding (no significant equality impacts identified)
☒	Proceeding with mitigation actions
☐	Being amended to address equality impacts
☐	Requires a full/detailed EIA

If further work is required:

- Who is responsible?
- By when?

Date EIA completed:

Signed by person completing:

Next steps

Using the information from this assessment, provide a summary in the Equality Impact section in any committee reports and state an EIA is available.

If support or advice is needed at any point, please contact
equalities@bromsgroveandredditch.gov.uk