

Equality
impact

Assessment (EIA) –
Civil Penalty notice
policy

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	<i>Civil Penalty Notice Policy</i>
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	<i>Housing Services</i>
EIA Author <i>Name and Job Title</i>	<i>Jason Hagland – Strategic Housing Manager</i>
Date EIA drafted	<i>16/02/2026</i>
ID number <i>This will be added by the Strategy and Partnerships Team</i>	<i>HS005</i>

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> • <i>If the EIA is attached to a report, summarise the report.</i> • <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> • <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p><i>The Renters Rights Act achieved Royal Assent in late 2025. The Act will see the biggest reform to the private sector for a significant period.</i></p> <p><i>Some key changes will include the abolishment of Section 21 'no fault' eviction, assured shorthold tenancies will be abolished and replaced with periodic tenancies and the legislation will strengthen council enforcement by increasing civil penalties for breaches of landlord legislation.</i></p> <p><i>The adoption of this Policy, that has been created from a template by the Association of Chief Environmental Health Officers (ACEHO), that has been shared with all local authorities in England, will enable the council to ensure our adherence to our statutory obligations that will be introduced by the Renters Right Act on 1 May 2026 and ensure any enforcement action is fair, consistent and proportionate.</i></p> <p><i>Importantly, the use of the template Policy will ensure greater consistency across local authority borders, transparency and robustness in local authority enforcement approaches, while allowing for appropriate local discretion where appropriate.</i></p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	Nil negative impact identified.	
Disability	Nil negative impact identified.	
Gender reassignment (or affirmation)	Nil negative impact identified.	
Pregnancy or maternity	Nil negative impact identified.	
Race	Potential impact on tenants/landlords who have English as a second language, therefore, being unable to fully understand the legislation and the Policy.	Promotion of accessibility tool on website. Sharing information with local community organisations and partnerships to cascade.
Religion or belief	Nil negative impact identified.	
Sex	Nil negative impact identified.	

Sexual Orientation	Nil negative impact identified.	
Marriage and Civil Partnership	Nil negative impact identified.	
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	Potential impact of tenants/landlords who have low literary skills being unable to understand the legislation and the Policy.	Landlord Forum to be undertaken by the council to explain changes to the legislation and this Policy in a face-to-face setting. Will consider recording this event for promotion on the council's website.

Actions Planned
<i>Nil</i>

Additional Information
<i>The Policy sets out the levels of civil penalty notice the council issue to landlords who they have identified to have breached the landlord legislation set out with the Renters Rights Act 2025 and</i>

what will be considered during the consideration of level of penalty.

There is no predicted negative impact on any group with a protected characteristic, on the contrary, a private rented sector that is properly regulated, with significant penalties for any breaches of landlord legislation to be issued by the council will create a better standard of properties available to all people, including those with protected characteristics. Therefore, it is likely that this Policy may have a positive impact on all the above groups listed.

Sign off:

Equalities Lead Officer	Date
Shivani Davé	16/02/2026

