

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: Oliver James

Service Director: Derek James

Service Area: Housing and Regeneration

Date: 11/05/2026

1.a) What are you assessing for impact?

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

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

Private Rented Sector Strategy 2026 - 2031

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

The Private Rented Sector (PRS) Strategy 2026 - 2031 forms part of the overarching RCT Housing Strategy 2024 - 2030 and outlines how the Council will work in partnership with landlords, residents and statutory bodies to understand the profile of homes across the PRS in Rhondda Cynon Taf (RCT). The Strategy provides a framework for all activity in RCT aimed at improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT.

The need to have a distinct PRS Strategy in RCT is in recognition of the increase in the demand for housing, the PRS also plays a flexible and important role in the overall local housing market as a key partner in meeting housing need.

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

1. [Rhondda Cynon Taf Local Housing Market Assessment \(LHMA\) 2022/2023-2027/2028](#)
2. [RCT Affordable Warmth Strategy 2025-20 \[ENG\]](#)
3. [RCTCBC HSP Strategy 2022-26\[80\].docx](#)
4. [Rhondda Cynon Taf Local Housing Strategy 2024 - 2030](#)
5. [Office for National Statistics Survey data](#)

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

Delivering the Private Rented Sector Strategy will require a joined-up Council approach to make the best use of our existing housing stock. As such, the draft strategy will link with several key Council documents, strategies and plans. It will similarly be affected by statutory requirements as outlined below:

- The Wellbeing and Future Generations (Wales) Act 2015
- Equality Act 2010
- Housing (Wales) Act 2014
- Renting Homes (Wales) Act 2016
- Renting Homes (Fees etc.) (Wales) Act 2019
- RCT Corporate Plan 2024 – 2030
- Cwm Taf Well-being Plan 2018
- RCT Local Housing Market Assessment 2022 - 2028
- RCT CBC Affordable Warmth Strategy 2025 – 2030
- RCT CBC Local Housing Strategy 2024 - 2026

It will also contribute to Welsh Government set targets for the numbers of homes brought back into use.

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.

<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?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	<p>There is no indication that the Private Rented Sector Strategy will have a negative impact on any age specific groups in our communities. Indeed, the expected outcomes of the strategy should enhance choice, funding options and availability of more suitable housing for all age groups.</p> <p>Whilst the Strategy applies across all age groups, young people in particular lack access to housing and are often unable to afford to rent in the private sector. Increasing supply and property</p>	<p>Examples of engagement with internal and external stakeholders includes:</p> <ul style="list-style-type: none"> • The development of promotional literature such as bi-annual Landlord Forum Newsletters • Service users via feedback and satisfaction questionnaires for Houses into homes Loan and Social Lettings Agency Scheme. • Landlord Forums.

<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>types will help young people access the housing market.</p> <p>The Strategy will assist elderly and vulnerable people overcome difficulties in accessing private rented properties as it refers to things like the Disabled Facilities Grant which can fund home adaptations, allowing elderly residents to remain in their own homes for longer where previously illness or disability would have made this difficult.</p> <p>RCT's Housing Standards team works with landlords, tenants and partners to ensure the accommodation in the PRS provides a safe, attractive and healthy environment in which people want to live. The effective management of rented properties is also important, particularly in communities with high concentrations of rented properties.</p> <p>To achieve compliance with statutory requirements the Housing Standards</p>	<ul style="list-style-type: none"> • Regular e-mails to the RCT Landlord Forum list along with social media posts and newsletters. <p>Groups engaged with include:</p> <ul style="list-style-type: none"> • Registered Landlords • Private Landlords • Service users • Letting Agents <p>Age demographics of RCT at 2021 Census:</p> <ul style="list-style-type: none"> • The median age in RCT is 42 years old. • The largest age group is 50 – 64 years old, comprising 20.2% of the population. • Between the 2011 and 2021 Census, the number of people aged 65 – 74 years old grew by 18.2%. • Between the 2011 and 2021 Census, the number of residents aged between

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		<p>Team, where possible, work informally with owners, landlords and managing agents. Where an informal approach is not effective or in high-risk situations, the team will consider the use of relevant legislation to remove or reduce risks posed to the health and safety of occupants or other members of the public. Where significant hazards are found in a property and particularly where the occupiers are old or vulnerable and are at risk of injury, the Council uses a range of enforcement options to protect their health and safety. This will range from service of improvement notices to require repairs to a house, to the issue of prohibition orders to stop the use of whole or part of a property, to the use of emergency remediation notices to effect repair to prevent imminent risk. Where legal documents are not complied with, the Council will act to prosecute landlords where appropriate and may also</p>	<p>35 and 49 years old fell by 10%.</p> <p>Due to the above, it is important that housing is planned to meet the needs of an ageing population. This includes ensuring that PRS properties meet the needs of these age groups and are able to be adapted such as through the use of the Disabled Facilities Grant (DFG).</p> <p>The total DFG budget spend for 2025/2026 was £5.5 million, with 447 DFG applications approved and 376 completed resulting in applicants receiving the adaptations required for them to live independently in their home.</p>

<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>undertake works in default and recover the costs.</p> <p>The Strategy links in with the aims and objectives of RCTCBC Affordable Warmth Strategy (2025 – 2030), which aims to alleviate the impact of fuel poverty within the Borough for all age groups.</p>	
<p>Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i></p>	Positive	<p>The PRS Strategy reinforces strong pro-active approaches to supporting residents with visible and non-visible disabilities.</p> <p>Private landlords with little experience and no formal training on how to work with vulnerable tenants with complex needs are having to manage greater levels of a breach of tenancy. These could be due to non-payment of rents, anti-social behaviour and often damage</p>	<p>RCT's Local Housing Market Assessment (2022) shows that 32% of households in RCT contain one household member living with a disability, with 12% of RCT's residents identifying as disabled at the 2021 Census.</p> <p>RCT has amongst the highest reported incidences of substance</p>

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		<p>to property. The financial costs to the landlord can include legal action, loss of income, and repairs which can lead to a reluctance from landlords to work with the Council to house tenants with support needs.</p> <p>Tenancy related support (Floating Support) is available to tenants in the PRS, and the service helps prevent homelessness by building people's confidence and helping with the skills they need to live independently and to successfully manage a home. Specialist tenancy support enables vulnerable households to develop independent living skills and assist them in understanding the responsibilities associated with the terms of a tenancy agreement. Landlords can benefit from the added security provided in the knowledge that their tenant is able to comply with the terms of their tenancy.</p> <p>Disabled Facilities Grants (DFGs) are available to landlords, whose tenant(s) have a disability and require adaptations</p>	<p>misuse, mental illness and poor well-being in Wales (RCT HSP Strategy: p15). Mental health problems are the most common reason for there being priority housing needs in RCT and housing problems are frequently given as a reason for a person being admitted or re-admitted to inpatient mental health care.</p> <p>Support is being offered to those with a disability or whose health has deteriorated to overcome difficulties in selling or renting empty homes by offering bespoke engagement via home visits.</p> <p>Data on the support provided to all tenants shows that during the financial year 2025/2026, RCT's floating support service received 390 referrals for tenants living in the PRS with 182 tenants</p>

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		<p>to the property to help them maintain their independence within their home.</p> <p>DFGs are awarded for essential adaptations to enable the freedom of movement around the property and can include:</p> <ul style="list-style-type: none"> • Installation of a stairlift • Installation of a level access shower or specialist bath/toilet • Improving or installation of appropriate heating system • Widening doorways or installation of ramps • Adaptation of heating and lighting controls • An extension for extra care facilities • External adaptations for safer access into the home 	<p>receiving some level of support during this time.</p> <p>Homelessness data show that in 2020–2021 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).</p> <p>The Strategy states that there needs for a strategic, multiagency approach to create new affordable housing and support options.</p> <p>Approximately 15% of the Homefinder waiting list are people who require an adapted</p>

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			<p>property (RCT Abritas System: April 2026). 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 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>The total DFG budget spend for 2025/2026 was £5.5 million, with 447 DFG applications approved and 376 completed.</p>
<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they</i></p>	<p>Neutral</p>	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the</p>	<p>Census 2021 data: According to Census 2021 data, 0.54% of the population of</p>

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<i>were assigned at birth including non-binary identities)</i>		<p>PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents regardless of their gender identity. There are no specific impacts on gender reassignment, but the Strategy, by helping to improve property conditions and management standards, offers a greater choice of housing for those living or wishing to live in RCT.</p> <p>One of the intended outcomes of the strategy is that services are more responsive to the diverse needs of all residents.</p>	<p>England and Wales aged 16 years and over identified as trans (ONS 2021). Following post data collection investigation, it was found that a significant number of respondents may have misinterpreted the question and so reliable data on sub-categories cannot be provided. The aforementioned statistic however is broadly consistent with other sources.</p> <p>Strategic aim 2 of the Strategy outlines our commitment to working closely with Housing Providers and landlords to raise awareness and promote the tenancy related support that is available through the Housing Support Grant Team such as Floating Support. Residents can be referred to appropriate support</p>

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			<p>available for them to be able to improve their access to the PRS, such as the Council's Floating Support service and budget support commissioned by Citizens Advice Bureau. We are committed to working with partners to review and develop the multi-agency response to housing support needs by building on relationships with health, probation, social services and landlords and jointly review and develop working practices and processes.</p> <p>For the Council to better understand the levels of support needed by landlords, an evaluation of the Housing Support Grant services will be undertaken, this will allow us to measure the effectiveness of the services provided following the</p>

<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>increasing needs in the sector. A policy, to include the use of rent in advance and top ups, will be developed to enhance the provision of financial support.</p> <p>This will embed equality monitoring into the service delivery and allow tailored adjustments to be made so that support, advice and funding options become more accessible and relevant.</p>
<p>Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i></p>	<p>Neutral</p>	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents regardless of their marital or civil partnership status.</p>	<p>Census 2021 data: 42.4% of adults in RCT are married or in a civil partnership.</p>

<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?
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents regardless of whether they are pregnant or on maternity leave.</p>	<p>Strategic aim 2 of the Strategy outlines our commitment to working closely with Housing Providers and landlords to raise awareness and promote the tenancy related support that is available through the Housing Support Grant Team such as Floating Support. Residents can be referred to appropriate support available for them to be able to improve their access to the PRS, such as the Council's Floating Support service and budget support commissioned by Citizens Advice Bureau. We are committed to working with partners to review and develop the multi-agency response to housing support needs by building on relationships with health, probation, social services and landlords and jointly review and develop working practices and processes. For the Council to better understand the levels of</p>

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			support needed by landlords, an evaluation of the Housing Support Grant services will be undertaken, this will allow us to measure the effectiveness of the services provided following the increasing needs in the sector. A policy, to include the use of rent in advance and top ups, will be developed to enhance the provision of financial support. This will embed equality monitoring into the service delivery and allow tailored adjustments to be made so that support, advice and funding options become more accessible and relevant.
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents regardless of race. A	The following national identities were recorded for residents in RCT at the 2021 Census: Welsh and British only – 9.8% British only – 11.5% Welsh only – 69.8% English only – 3.9%

<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>person's race will not affect support offered or enforcement actions if required.</p> <p>Multi-agency discussions and working groups are already in place to meet the needs of Refugees and Asylum Seekers. The Strategy will continue to support the resettlement of Refugees and Asylum Seekers by continuing to deliver additional housing within the Borough.</p> <p>The Strategy will also assist in the rehousing commitments made by the RCTCBC to rehouse Ukrainian refugees fleeing the conflict in their country.</p>	<p>English and British only – 0.8%</p> <p>Any other combination of UK identities – 1.3%</p> <p>Non-UK identity – 2.3%</p> <p>UK and non-UK identity – 0.6%</p> <p>The following ethnicities were recorded at the 2021 Census in RCT:</p> <p>Asian, Asian British or Asian Welsh – 1.5%</p> <p>Black, Black British, Black Welsh, Caribbean or African – 0.4%</p> <p>Mixed or multiple ethnic groups – 1.0%</p> <p>White – 96.7%</p> <p>Other ethnic groups – 0.3%</p> <p>Welsh Government's report 'Housing, Overcrowding and Ethnicity: A Literature Review' (2022) states that ethnic minority households are more likely to be in private rented and social rented tenures than White British</p>

<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>households, and less likely to be in owner-occupied tenures than White British households (Ministry of Housing, Communities and Local Government, 2020).</p> <p>RCT's Gypsy and Traveller Accommodation Assessment conducted in 2022 found a need for an additional 22 pitches to satisfy need through to 2027.</p>
<p>Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Neutral</p>	<p>There is no specific impact identified. A person's religion or belief will not affect the support offered or any enforcement actions if required, but, the Strategy, by helping to improve property conditions and management standards, offers a greater choice of housing for those living or wishing to live in RCT.</p>	<p>Census 2021 statistics on Religion and Belief in RCT.</p> <p>No religion – 56.2%</p> <p>Christian – 36.4%</p> <p>Buddhist – 0.2%</p> <p>Hindu – 0.2%</p> <p>Jewish – 0%</p> <p>Muslim – 0.6%</p> <p>Sikh – 0.1%</p> <p>Other – 0.5%</p> <p>Not answered – 5.8%</p>

<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>The Council's Housing Allocation Scheme evidences the Council's commitment to supporting people who need to move to be nearer a place of worship as there is no suitable place of worship where the applicant already resides by awarding Band C to these housing applicants.</p>
<p>Sex <i>(women and men, girls and boys)</i></p>	<p>Neutral</p>	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents regardless of their sex. There is no specific impact identified. A person's sex will not affect the support offered or any enforcement actions if</p>	<p>Census 2021 www.ons.gov.uk data in RCT highlights slightly higher number of males living in the borough across all age categories apart from the over 65s where numbers of females are over double the amount of males in that age category.</p> <p>Strategic aim 3 of the Strategy outlines our commitment to</p>

<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>required, but, the Strategy, by helping to improve property conditions and management standards, offers a greater choice of housing for those living or wishing to live in RCT.</p>	<p>ensuring the private rented sector offers good quality and well managed housing. We aim to ensure the effective management of properties by raising awareness of required standards, ensuring landlords are complying with the law and carrying out enforcement action where necessary.</p> <p>Promote the grants and loans available to Landlords to improve the energy efficiency of their properties, such as WG's Warm Homes Programme in order to help landlords reach an EPC Band C by 2030 in line with national policy. Offer advice to both Landlords and tenants on how to make homes more energy efficient, helping them to reduce energy bills through the Council's Heat & Save scheme by</p>

<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>attending Landlord forums and community events.</p> <p>Carry out a review of the current Additional Licensing Scheme and put forward recommendations following the review to be taken forward and implemented.</p> <p>This will embed equality monitoring into the service delivery and allow tailored adjustments to be made so that support, advice and funding options become more accessible and relevant.</p>
<p>Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i></p>	<p>Neutral</p>	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents regardless of their sexual orientation. There is no specific impact</p>	<p>Census 2021 statistics for RCT:</p> <p>Straight or heterosexual – 90.06%</p> <p>Gay or lesbian – 1.52%</p> <p>Bisexual – 1.11%</p> <p>Pansexual – 0.14%</p> <p>Asexual – 0.05%</p> <p>Queer – 0.02%</p>

<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>identified. A person's sexual orientation will not affect the support offered or any enforcement actions if required. The Strategy, by helping to improve property conditions and management standards, offers a greater choice of housing for those living or wishing to live in RCT.</p>	<p>Another sexual orientation – 0% Did not answer – 7.09%</p> <p>Strategic aim 2 of the Strategy outlines our commitment to working closely with Housing Providers and landlords to raise awareness and promote the tenancy related support that is available through the Housing Support Grant Team such as Floating Support. Referring residents to appropriate support available in order for them to be able to improve their access to the PRS, such as the Council's Floating Support service and budget support commissioned by Citizens Advice Bureau. We are committed to working with partners to review and develop the multi-agency response to housing support needs by building on relationships with health, probation, social services</p>

<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>and landlords and jointly review and develop working practices and processes. For the Council to better understand the levels of support needed by landlords, an evaluation of the Housing Support Grant services will be undertaken, this will allow us to measure the effectiveness of the services provided following the increasing needs in the sector. A policy, to include the use of rent in advance and top ups, will be developed to enhance the provision of financial support. This will embed equality monitoring into the service delivery and allow tailored adjustments to be made so that support, advice and funding options become more accessible and relevant.</p>

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

	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>Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i></p>	<p>Positive</p>	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents inclusive of anyone from the Armed Forces Community. A person serving in the Armed Forces will not be negatively affect by the support offered or any enforcement actions if required. The Strategy, by helping to improve property conditions and management standards, offers a greater choice of housing for those living or wishing to live in RCT.</p> <p>For clarity, the Armed Forces Community should include anyone who is serving, has served, family members and the bereaved.</p> <p>Local Authorities and stakeholders need to be aware of their responsibilities under</p>	<p>Census 2021 data for RCT showing percentage of population aged 16 years and over who had previously served in the UK armed forces:</p> <p>Regular – 3.2%</p> <p>Reserve – 0.7%</p> <p>Both – 0.2%</p> <p>RCT Homefinder assigns priority Band A to “applicants who have served in the regular or reserve Armed Forces of the Crown who have been made homeless since leaving the armed forces”.</p> <p>Strategic aim 2 of the Strategy outlines our commitment to working closely with Housing Providers and landlords to raise awareness and promote the tenancy related support that is available through the Housing Support Grant Team such as</p>

		<p>the Armed Forces Covenant and the Housing (Wales) Act 2014. Part 2 of the Act addresses the duties on Local Authorities to provide preventative homelessness services, and other relevant frameworks for good practice.</p> <p>RCTCBC has a strong commitment to supporting the Armed Forces Community and we support the Welsh Government's National Housing Pathway for Ex-Service Personnel.</p>	<p>Floating Support. Referring residents to appropriate support available in order for them to be able to improve their access to the PRS, such as the Council's Floating Support service and budget support commissioned by Citizens Advice Bureau. We are committed to working with partners to review and develop the multi-agency response to housing support needs by building on relationships with health, probation, social services and landlords and jointly review and develop working practices and processes. For the Council to better understand the levels of support needed by landlords, an evaluation of the Housing Support Grant services will be undertaken, this will allow us to measure the effectiveness of the services provided following the increasing needs in the sector. A policy, to include the use of rent in advance and top ups, will be</p>
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			<p>developed to enhance the provision of financial support.</p> <p>People presenting as Homeless are asked whether they served in the armed forces. The data for 2020 – 2021 indicates 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>This will embed equality monitoring into the service delivery and allow tailored adjustments to be made so that support, advice and funding options become more accessible and relevant.</p>
<p>Carers <i>(anyone of any age who provides unpaid care)</i></p>	Neutral	<p>The Private Rented Sector Strategy sets out the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents inclusive of anyone who is a carer. There is no</p>	<p>Census 2021 data on percentage of population providing unpaid care In RCT by hours per week:</p> <p>9 hours or less – 3% 10 – 19 hours – 1.6% 20 – 34 hours – 1.1% 35 – 49 hours – 1.4% 50 or more hours – 4.2%</p>

		<p>specific impact identified. Whether a person is a carer will not affect the support offered or any enforcement actions if required. The Strategy, by helping to improve property conditions and management standards, offers a greater choice of housing for those living or wishing to live in RCT.</p> <p>For clarity, a carer should include anyone of any age, who is providing unpaid care.</p>	<p>Strategic aim 2 of the Strategy outlines our commitment to working closely with Housing Providers and landlords to raise awareness and promote the tenancy related support that is available through the Housing Support Grant Team such as Floating Support. Referring residents to appropriate support available in order for them to be able to improve their access to the PRS, such as the Council's Floating Support service and budget support commissioned by Citizens Advice Bureau. We are committed to working with partners to review and develop the multi-agency response to housing support needs by building on relationships with health, probation, social services and landlords and jointly review and develop working practices and processes. For the Council to better understand the levels of support needed by landlords, an evaluation of the Housing Support Grant services will be undertaken, this will allow us to measure the effectiveness of the</p>
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			<p>services provided following the increasing needs in the sector. A policy, to include the use of rent in advance and top ups, will be developed to enhance the provision of financial support. This will embed equality monitoring into the service delivery and allow tailored adjustments to be made so that support, advice and funding options become more accessible and relevant.</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 Private Rented Sector Strategy outlines the Council’s approach to ensuring that the PRS in RCT provides a suitable housing option for all residents and contributes towards a functional housing market which will result in prosperous communities. 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 safe, affordable accommodation, that is well managed and of a good standard, creating accessible and sustainable tenancies. Therefore, the Equality Impact Assessment screening form highlights either a positive or 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:

Position:

Date:

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">• Single parents and vulnerable families• Pensioners• Looked after children• Homeless people• Students• Single adult households		<ul style="list-style-type: none">• People living in the most deprived areas in Wales• People with low literacy and numeracy• People who have experienced the asylum system• People misusing substances• People of all ages leaving a care setting• People involved in the criminal justice system	
<u>Socio-economic disadvantage</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?
<u>Low Income/Income Poverty</u>	Positive	The principal aim of the Private Rented Sector Strategy is to improve housing	According to WG's most recent statistics, as at 31st March 2024

(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)

conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT regardless of income. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents including those on a low income or in income poverty.

For example, strategic priority 1 aims to identify opportunities, funding and vehicles to increase the supply of affordable private rented accommodation.

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.

The Welsh Government defines housing need as “households lacking their own 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 private rented sector plays an important role in meeting some of the housing need within RCT.

The Strategy will help RCTCBC respond to the growing need for

there were an estimated 1,482,600 dwellings in Wales, of which 200,700 were privately rented. The PRS in Wales, as in other parts of the UK, has grown significantly over the last two decades, now accounting for 13.5% of the Welsh housing stock

Rhondda Cynon Taf is the second largest Local Authority in Wales, with a population of 237,700 (ONS 2023) and 103,339 dwellings (ONS 2021). Of these dwellings, 18,362 or 17.8% are in the private rented sector. Between the 2011 and the 2021 Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.8%.

The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing, with 1,119 additional affordable housing units required in the borough per annum for the first 5 years of the LHMA period. This shortfall will not be met through new builds alone, so we have to make better use of our existing housing stock.

		<p>affordable housing and will have a positive impact on existing communities by improving social and environmental conditions.</p>	<p>The ongoing increase in interest rates and the cost of living is likely to cause affordability issues to persist which will have an impact on low-income households.</p>
<p>Low and / or No Wealth <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>	<p>Positive</p>	<p>The principal aim of the Private Rented Sector Strategy is to improve housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents, including those with low and/or no wealth.</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.</p> <p>Strategic aim 1 aims to support partner organisations to push for a review of Local Housing Allowance and Broad Rental Market Area (BRMA) rates in RCT due to the current rates being</p>	<p>Rhondda Cynon Taf is the second largest Local Authority in Wales, with a population of 237,700 (ONS 2023) and 103,339 dwellings (ONS 2021). Of these dwellings, 18,362 or 17.8% are in the private rented sector. Between the 2011 and the 2021 Census, the percentage of privately rented properties within RCT rose from 13.7% to 17.8%.</p> <p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing, with 1,119 additional affordable housing units required in the borough per annum for the first 5 years of the LHMA period. This shortfall will not be met through new builds alone, so we</p>

		<p>significantly lower than market rents in the South of the Borough, and therefore not affordable. Introducing an 'intermediate product' with revised standards, different to those determined by WHQS, which would enable more use of the PRS for medium term use and reduce reliance and time spent in emergency temporary accommodation. This would include working with RSLs to access WG's Transitional Accommodation Capital Programme to deliver an intermediate product. Working with WG and other stakeholders to access funding and identify new models and vehicles to increase the scale of affordable private rented accommodation such as the Leasing Scheme Wales (RCT's SLA).</p>	<p>have to make better use of our existing housing stock.</p> <p>The 2022 LHMA (LHMA report 2022) projection indicates that the population of RCT will grow to over 250,000 by 2035 and that the biggest rise will be amongst people aged between 25-29. This age group is likely to be affected significantly as they are younger by the lack of affordable housing and will be most likely to seek accommodation in HMOs.</p> <p>Changes to lettings policies such as the Local Housing Allowance (LHA) shared housing rate for under 35s and pressures on the housing stock make it less likely for single persons aged under 35 years to be allocated a one bedroom social rented or affordable rented property. Therefore, the PRS makes a vital contribution towards providing housing options for low-income households, particularly where private rents can be cheaper.</p> <p>RCT's Housing Support Programme (HSP) Strategy, which</p>
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			<p>feeds into both the overarching RCT Housing strategy 2024 – 2030 and this PRS Strategy, sets out the Council’s approach to support the most vulnerable residents – those at risk of experiencing homelessness and those who need support to maintain their tenancies and live as part of their communities. The Housing Support Grant is an early intervention grant programme to support activity which prevents people from becoming homeless, stabilises their housing situation or helps potentially homeless people to find and keep accommodation.</p>
<p><u>Material Deprivation</u> <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 principal aim of the Private Rented Sector Strategy is to improve housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents.</p> <p>The strategy will continue to build on the work delivered by the housing solutions team which includes sourcing, where appropriate, white goods and furniture for new tenancies, in addition to the</p>	<p>The RCT Local Housing Market Assessment Report (2022) 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 gross median income in 2025 for residents in RCT is £29,900 calculated by multiplying gross median weekly pay by 52 (ONS 2024). The average rental for a 3-bed family home in RCT is £746 per calendar</p>

		<p>heat and save team delivering assistance and advice around energy efficiency and bills.</p>	<p>month (ONS 2026) and the benefit cap is set at £1,835 per month for single parents and couples with children (Shelter Cymru 2026).</p> <p>This reinforces the need for affordable housing and a continued emphasis on energy efficiency measures to help with the rising costs of utility bills and the more general cost of living squeeze.</p>
<p><u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	<p>Positive</p>	<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 20 neighbourhoods categorised within the 10% most deprived in Wales (WMID 2025). These neighbourhoods are called Lower-layer Super Output Areas (LSOAs).</p> <p>Strategy aim 2 outlines our commitment to working closely with Housing Providers and landlords to raise awareness and promote the tenancy related support that is available through the Housing Support Grant Team such as Floating Support. Referring residents</p>	<p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing within the Borough, with RCT requiring 1,119 additional affordable housing units required per annum. This shortfall will not be met through new build alone and so we have to make better use of our existing housing stock.</p>

		<p>to appropriate support available in order for them to be able to improve their access to the PRS, such as the Council's Floating Support service and budget support commissioned by Citizens Advice Bureau. We are committed to working with partners to review and develop the multi-agency response to housing support needs by building on relationships with health, probation, social services and landlords and jointly review and develop working practices and processes. For the Council to better understand the levels of support needed by landlords, an evaluation of the Housing Support Grant services will be undertaken, this will allow us to measure the effectiveness of the services provided following the increasing needs in the sector. A policy, to include the use of rent in advance and top ups, will be developed to enhance the provision of financial support.</p>	
<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>	Positive	<p>The principal aim of the Private Rented Sector Strategy is to improve housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the</p>	<p>Strategic aim 1 states how we will work to identify opportunities, funding and vehicles to increase the supply of affordable private rented accommodation, this will include working with partner</p>

		<p>PRS in RCT provides a suitable housing option for all residents.</p> <p>This will benefit all residents of RCT regardless of their protected characteristics or socio-economic standing.</p> <p>Many prospective tenants face a range of barriers when trying to access the private rented sector. These barriers can be even greater for many individuals who are on a low income or those who are claiming LHA to assist with their rent. Very often, when a property is to be rented to a tenant, the tenant is required to provide upfront costs and assurances to access the property. In today's market, most tenants are asked to provide one or more financial payments to secure the property. However, many prospective tenants cannot meet these requirements and need further financial assistance to gain access to a tenancy in the PRS. Tenants are often asked by landlords to pay one month rent in advance, and in some cases this has been as much as 6 months rent in advance, at the start of a new tenancy. Landlords also require a deposit or bond, which offers some protection to the landlord in case of damage to the property or unpaid rent.</p>	<p>organisations to petition for a review of Local Housing Allowance and BRMA rates in RCT with the current rates being significantly lower than market rents making it unaffordable for residents. Introducing an 'intermediate product' with revised standards, different to those determined by WHQS, which would allow the PRS to be used for medium term use, alleviating the reliance and time spent in emergency temporary accommodation. This would include working with RSLs to access WG's Transitional Accommodation Capital Programme to deliver an intermediate product. Working with WG and other stakeholders to access funding and identify new models and vehicles to increase the scale of affordable private rented accommodation such as the Leasing Scheme Wales (RCT's Social Lettings Agency) and further promoting this scheme to landlords through our RCT Landlord Forum and newsletters. Maintaining strong links with current private landlords and offering relevant support and incentives to new</p>
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			landlords will further enable the Council to increase the number of safe and affordable homes to be available to the residents of RCT.
<p>Socio-economic disadvantage</p> <p><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>	Positive	<p>The principal aim of the Private Rented Sector Strategy is to improve housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT. The strategic aims will ensure that the PRS in RCT provides a suitable housing option for all residents.</p> <p>This will benefit all residents of RCT regardless of their protected characteristics or socio-economic standing.</p> <p>The Strategy aims to improve the standards and conditions of homes in the PRS and focuses on tenancy related support, energy efficiency measures, and the Fit For Human Habitation (FFHH) standards, which have been implemented as part of the Renting Homes Wales Act 2016.</p>	<p>The latest RCT Local Housing Market Assessment (2022) has indicated an overall shortfall of affordable housing, with 1,119 additional affordable housing units required in the borough per annum for the first 5 years of the LHMA period. This shortfall will not be met through new builds alone, so we have to make better use of our existing housing stock.</p>

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.

The data used in this report can be found in the following:

1. [Rhondda Cynon Taf Local Housing Market Assessment \(LHMA\) 2022/2023-2027/2028](#)
2. [RCT Affordable Warmth Strategy 2025-20 \[ENG\]](#)
3. [RCTCBC HSP Strategy 2022-26\[80\].docx](#)
4. [Rhondda Cynon Taf Local Housing Strategy 2024 - 2030](#)
5. [Office for National Statistics Survey data](#)

- 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.

The Local Authority Private Rented Sector Working Group, comprising relevant local authority officers, has been engaged regarding the new PRS Strategy. After review, the strategy is due to go out to consultation in the near future where various stakeholders will be asked for comment. These stakeholders include:

- RCT Landlords
- Registered Social Landlords
- Housing Support grant Providers
- Internal RCT Departments

- Private Rented Sector Operational Group

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 Private Rented Sector Strategy via the Private Rented Sector Operational Group, which convenes on a quarterly basis. Annual progress reports are also submitted to scrutiny Committee and SLT.

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

The actions identified in this impact assessment will be reviewed by the PRS Operational Group on a quarterly basis.

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

The permanent attendees of the Private Rented Sector Operational Group are responsible for the delivery of the Strategy and the Chair is responsible for updates of action plan and day to day monitoring requirements for internal and external funding sources.

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

A key objective of the Strategy is to improve the information that is collected on outcomes across all our funding programmes, explicit to improving the property conditions and management standards in the PRS. Specifically, we will improve the data collection on vulnerable groups and socially or economically disadvantaged groups.

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 and the Consultation and Engagement team – 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 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

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

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 Private Rented Sector Strategy outlines the Council's approach to improving housing conditions and management standards to ensure the PRS is an accessible housing option for residents of RCT, via a variety of funding offers, advice, support and guidance. 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 affordable, safe and warm homes.
- The impact on age, disability and race is positive, explicitly because of the impact that improving the conditions and management standards in the PRS will have on future housing supply. How the Council plans for future housing needs will have a huge impact on a diverse group of residents of all ages.
- The vision for the Strategy is to ensure the private rented sector in RCT provides safe, affordable, well-managed homes that support sustainable and accessible tenancies.'
- This vision is facilitated by offering incentives, grants and loans through Social Lettings Scheme and Houses into Homes loans, advice and guidance and where necessary enforcement action. We aim to provide high quality support to service users and we further aim to utilise all available technology, ensuring effective delivery of our service and providing person centred support.

SECTION 8 – AUTHORISATIONS

Lead Officer: Oliver James

Name: Claire Hutcheon

Position: Head of Housing Strategy & Investment

Date:

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: Derek James

Position: Service Director, Prosperity & Development

Date:

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