

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Disabled Facilities Grant Policy 2018	
Lead Officer Name(s) & Job Title(s) :	Mick Coogan – Strategic Housing Manager Phil Hollows – Housing Renewal Manager	
Department/Service Area:	Strategic Housing	
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Date Assessment:	Commenced: 8 th June 2018	Completed: 19 th June 2018

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

The main aims/objectives of this policy¹ are:

To improve the lives of people with disabilities by enabling safe access and movement around their own home with the use of adaptations.

To allow more effective use of the Better Care Fund, cutting out bureaucracy and contributing to the aims of the fund, in particular, reducing hospital admissions and allowing early hospital discharges.

To reduce the need for domiciliary and residential care by allowing people with disabilities to live more independently in their own homes.

To provide advice, information and support regarding the adaptation of properties to meet accessibility needs, and provide a framework of assistance to vulnerable groups

To treat individuals fairly regardless of age, sex, gender, disability and sexual orientation and to protect their rights under Data Protection and human rights legislation.

(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

INTERNAL ONLY

MANAGEMENT ACTION REQUIRED (to be completed by the relevant Head of Service following review by Management Team / Programme Board)

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

- Outcome of EIA agreed/approved by Management Team / Programme Board:
Yes No
- Is a full EIA required Yes No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: 06/07/2018 (date)

Signed: Sam Plum (Head of Service / Director) Date: 05/07/2018

Date of Review²: 1st October 2019 - 1 year after policy is planned to be adopted.

² This date will be set on an annual basis as default for review unless otherwise specified by you.

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 2 of 5	

2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy helps older people more than other age groups, as there is a higher need for adaptations by this cohort, and they are not currently exempt from any means test unless they are receiving passport benefit. Older people are more likely to be home owners so less likely to be in receipt of housing benefit which is a common passport benefit.	<input type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	Although people of all ages can benefit from the new discretionary measures, people under 19 are already exempt from the means-test and don't benefit from the other flexibilities more than anyone else.	<input checked="" type="checkbox"/>
Disability	Physical/learning/mental health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy and new flexibilities are all designed and helping people with disabilities.	<input type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort, although all cohorts with disabilities are likely to have a positive impact.	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort, although all cohorts with disabilities are likely to have a positive impact.	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to population as a whole.	<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of	<input checked="" type="checkbox"/>

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 3 of 5	

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				any ethnicity or nationality compared to the population as a whole.	
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any ethnicity or nationality compared to the population as a whole.	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to people of any belief or religion compared to the population as a whole.	<input type="checkbox"/>
Sex	Women	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort, although all cohorts with disabilities are likely to have a positive impact.	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort, although all cohorts with disabilities are likely to have a positive impact.	<input checked="" type="checkbox"/>
Sexual Orientation	Gay men, gay women / lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	No reason to believe any additional positive or negative impact to this cohort,	<input checked="" type="checkbox"/>

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 4 of 5	

Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
			although all cohorts with disabilities are likely to have a positive impact.	
Marriage and Civil Partnership (employment only)	<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Contribution to equality of opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Positive impact on assisting everyone to remain in their own homes if a member of their household has a disability.	<input type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)	<input type="checkbox"/>	<input type="checkbox"/>	No impact expected.	<input checked="" type="checkbox"/>
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy has a positive impact in relation to the following article of the European Convention on Human Rights: Article 8 – Privacy – which covers the right to family life which the policy promotes by enabling families to stay together in their own or new homes by providing adaptations to make this possible more freely available.	<input type="checkbox"/>

Responsible Section/Team		Version	
Responsible Author		Due for review	
Date last amended		Page 5 of 5	