

## APPENDIX D - Equality Impact Assessment

**For a policy, project, service or other decision that is new, changing or under review**

What is being assessed?		Aids and Adaptation Policy			
Lead Assessor	Mr Andrew Sowden Housing & Investment Manager			Assessment team	Mr Stephen Archer (Aids and Adaptation Manager)
Start date	October 2019	End date	April 2020		Lynne Huggins (Project Manager)
When will the EqIA be reviewed?		April 2021			Lydia Butcher (Coordinator)

Who may be affected by it?	Staff, Service Users and the wider community
What are the key aims of it?	<p>Compliance with changes to Legal and Statutory requirements in relation to aids &amp; adaptations (Equality Act 2010) and best practice guidance.</p> <p>Integration and alignment with other SBC policies and external 'partner' organisations (HCC &amp; NHS).</p> <p>Supporting Service Users to consider their future housing needs, improving independence and day-to-day quality of life.</p> <p>Ensuring best use of housing stock by matching adapted properties to those whose needs match thereby maximising funding available.</p> <p>Ensuring that the reasonable needs of the Council's less abled residents are prioritised and appropriate aids &amp; adaptations are implemented.</p>

What <b>positive measures</b> are in place (if any) to help <b>fulfil our legislative duties</b> to:					
Remove discrimination & harassment	Ensuring consistency in adaptations offered and/or declined	Promote equal opportunities	Widening the scope of service users who may now qualify for adaptations.	Encourage good relations	Partnership working with HCC and NHS Services

What sources of data / information are you using to inform your assessment?	<p>Delivering Housing Adaptations for Disabled People (Home Adaptations Consortium – 2013)</p> <p>Housing and Disabled People: The role of Local Authorities (Equality and Human Rights Commission (Research report 115-May 2018)</p>
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In assessing the potential impact on people, are there any overall comments that you would like to make?	The demographics in Stevenage is aging, the Office of National Statistic have predicted that Stevenage will see the number of people living beyond 70 Years almost doubling by 2041. We are therefore likely to see a proportional year-on-year increase in referrals for aids and adaptations, this policy aims to future proof the implementation of aids and adaptations to reflect the foreseen increase in demand
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## Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	Future housing needs more likely to be met and additional support services offered.	Negative impact	More Tenants likely to be declined adaptations due to under-occupation	Unequal impact	Longer wait for more suitable homes mitigated by 'direct offer' through Housing Panel
Please evidence the data and information you used to support this assessment		Population Pyramids for Stevenage 2016-2041 (Office of National Statistic) Housing Options for Older People (HOOP) –(The Elderly Accommodation Council). – Councils Safeguarding Policy			
What opportunities are there to promote equality and inclusion?	To promote independent living		What do you still need to find out? Include in actions (last page)	Further consultations with internal services and partnering organisations	

Disability					
e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	Better use of existing adapted properties allowing more adaptations to be carried-out elsewhere	Negative impact	In more complex cases new housing options will need to be considered	Unequal impact	Longer wait for more suitable homes mitigated by 'direct offer' through Housing Panel
Please evidence the data and information you used to support this assessment		Housing Options for Older People (HOOP) –(The Elderly Accommodation Council) Delivering Housing Adaptations for Disabled People (Home Adaptations Consortium – 2013) – Councils Safeguarding Policy			

What opportunities are there to promote equality and inclusion?	To promote independent living.	What do you still need to find out? Include in actions (last page)	Further consultations with internal services and partnering organisations.  Forecasting will assist identifying future requirements
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Gender reassignment					
Positive impact	No specific impact identified	Negative impact	No specific impact identified	Unequal impact	No specific impact identified
Please evidence the data and information you used to support this assessment		The individual assessment of the residents needs is a statutory requirement of Social Services (Adult & Children's Services)			
What opportunities are there to promote equality and inclusion?	No specific opportunities identified.		What do you still need to find out? Include in actions (last page)	Nothing	

Marriage or civil partnership					
Positive impact	No specific impact identified	Negative impact	No specific impact identified	Unequal impact	No specific impact identified
Please evidence the data and information you used to support this assessment		The individual assessment of the residents needs is a statutory requirement of Social Services (Adult & Children's Services)			
What opportunities are there to promote equality and inclusion?	No specific opportunities identified.		What do you still need to find out? Include in actions (last page)	Nothing	

Pregnancy & maternity					
Positive impact	No specific impact identified	Negative impact	Potential resident and Council Agent wellbeing issues	Unequal impact	No specific impact identified

Please evidence the data and information you used to support this assessment		The individual assessment of the residents needs is a statutory requirement of Social Services (Adult & Children's Services)  Councils Safeguarding Policy			
What opportunities are there to promote equality and inclusion?	No specific opportunities identified		What do you still need to find out? Include in actions (last page)	Further consultations with internal services and partnering organisations	
<b>Race</b>					
Positive impact	No specific impact identified	Negative impact	Potential resident and Council Agent wellbeing issues	Unequal impact	No specific impact identified
Please evidence the data and information you used to support this assessment		The individual assessment of the residents needs is a statutory requirement of Social Services (Adult & Children's Services)			
What opportunities are there to promote equality and inclusion?	No specific opportunities identified		What do you still need to find out? Include in actions (last page)	Further consultations with internal services with regards communication and Housing Liaison Services  Forecasting will assist identifying future requirements	

<b>Religion or belief</b>					
Positive impact	No specific impact identified	Negative impact	Cultural differences in relation to specific days and rites of observance	Unequal impact	No specific impact identified
Please evidence the data and information you used to support this assessment		Equality Act 2010			
What opportunities are there to promote equality and inclusion?	No specific opportunities identified		What do you still need to find out? Include in actions (last page)	Further consultations with internal services with regards communication and Housing Liaison Services	

Sex					
Positive impact	No specific impact identified	Negative impact	Potential resident and Council Agent wellbeing issues	Unequal impact	No specific impact identified
Please evidence the data and information you used to support this assessment		Equality Act 2010 HSE & Councils Lone Worker Policy			
What opportunities are there to promote equality and inclusion?	No specific opportunities identified		What do you still need to find out? Include in actions (last page)		

Sexual orientation e.g. straight, lesbian / gay, bisexual					
Positive impact	No specific impact identified	Negative impact	No specific impact identified	Unequal impact	No specific impact identified
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?	No specific opportunities identified		What do you still need to find out? Include in actions (last page)	Nothing	

Socio-economic <sup>1</sup> e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact	Evaluation of Tenants ability to contribute/pay. Increased proportion of reclaims for cost of works if tenants move. Reduced likelihood of	Negative impact	Reduced ability to relocate/exchange properties. Increase in rent charges for those able to pay and those	Unequal impact	Referrals for aids & adaptations for Children.

<sup>1</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

	negative discrimination due to specialist equipment provision.		requiring more than 2 pieces of specialist equipment.		
Please evidence the data and information you used to support this assessment		Housing Construction and Regeneration Act 1996 Equality Act 2010 Other Local Authority Aids and Adaptation Policies			
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	Consult with SBC Budget holders as this will impact across Capital and Non-Capital budgets	

Other					
please feel free to consider the potential impact on people in any other contexts					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

### What are the findings of any consultation with:

Staff?	Additional post identified to assist in supporting Tenants whose adaptations may be declined under the changes recommended in this Policy review.	Residents?	
Voluntary & community sector?		Partners?	HCC Adult Care Services & NHS Children's Care Services both in agreement with proposed Policy
Other stakeholders?	HMAB in approval		

## Overall conclusion & future activity

Explain the <b>overall findings</b> of the assessment and <b>reasons for outcome (please choose one)</b> :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		This EIA demonstrates the proposed Policy review is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	
	2c. Stop and remove	

Detail the <b>actions that are needed</b> as a result of this assessment and how they will help to <b>remove discrimination &amp; harassment, promote equal opportunities</b> and / or <b>encourage good relations</b> :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Consult with SBC Budget holders as this will impact across Capital and Non-Capital budgets	Encourage better internal funding and cost efficiencies, leading to increased opportunities to process more referrals	Mr Andrew Sowden/ Andrew Garside	April 2020	Seamless Integrating of services with minimal impact on Service users
Forecasting will assist identifying future requirements	Encourage best use of housing stock thus promoting better opportunities	Mr Stephen Archer	April 2020	Futureproofing services and budgets
Further consultations with internal services and partnering organisations	Promote equal opportunities across services by aligning policies	Mr Stephen Archer	April 2020	Partnering organisation will have clear parameters to work by and will be able to inform Tenants on initial assessment

Additional Housing Options advisor role	Providing additional support will improve relationship with Tenants	Mr Stephen Archer	June 2020	Support currently being offered on an interim basis by SBC staff.
Further consultations with internal services with regards communication and Housing Liaison Services	Promote equal opportunities across services by aligning policies	Mr Stephen Archer	April 2020	Better communications between internal services

**Approved by Assistant Director / Strategic Director:**

**Date:**

Please send this EqIA to [equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk)