

APPENDIX B

Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?	Hertfordshire Home Improvement Agency	What are the key aims of it?	To ensure that all individuals in Hertfordshire who need housing adaptations to support independent living will have access to an appropriate service that is timely, accessible, equitable and fit for purpose to address rising demographic pressures.		
Who may be affected by it?	Elderly vulnerable or disabled service users and residents.				
Date of full EqIA on service area (planned or completed)	September 2019				
Form completed by:	Maurice Clay	Start date	31/05/19	End date	31/05/19
		Review date		30/09/19	

What data / information are you using to inform your assessment?	National trend data relating to the need for disability-related and age-related adaptations to dwellings.	Have any information gaps been identified along the way? If so, please specify	Detailed local data is not available – a full EqIA should be carried out by HHIA.
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Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:			
Age	The HHIA has a positive impact on age. Good quality housing is recognised as a key factor in promoting health and wellbeing and supporting independent living, and moving towards more integrated services to prevent ill health and reduce	Race	No differential impact

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	<p>dependence on health and social care services is high on the national and local agenda. The number of older people is growing and there are likely to be increasing numbers of people with complex health problems and disabilities, who may have different housing and service needs to other age groups.</p>		
<p>Disability</p>	<p>The HHIA has a positive impact on disability. Almost one in five people in the UK have a disability, with mobility being the most common impairment. At the same time there is a nationally recognised shortage of housing for people with disabilities. Around 15% of households containing at least one wheelchair user feel that their current home is not suitable for their needs, and needs adaptations. There is a growing body of evidence demonstrating that an accessible, adapted home can make a significant contribution to improving older</p>	<p>Religion or belief</p>	<p>No differential impact</p>

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	and disabled people's quality of life.		
Gender reassignment	No differential impact	Sex	No differential impact
Marriage or civil partnership	No differential impact	Sexual orientation	No differential impact
Pregnancy & maternity	No differential impact	Socio-economic ¹	The HHIA has a positive impact on socio-economic status. Since low income often coincides with disability, many disabled people rely on help to adapt their home. Ensuring residents can access adaptations services is important and is a key aim of the HHIA.
Other	N/A		

Where there is a likely positive impact , please explain how it will help to fulfil our legislative duties to:					
Remove discrimination & harassment	HHIA offers enhanced assistance with the DFG application process and a single point of contact so that clients are no longer passed between	Promote equal opportunities	HHIA aims to promote independent living by delivering grant-aided adaptations to eligible applicants. In future the service will be expanded to offer residents other	Encourage good relations	HHIA delivers a fully standardised service, enhancing operational efficiency, customer satisfaction and improving value for money.

¹Although 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.

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	agencies to complete different staged of the process.		housing related services, such as a handyperson service and home improvements.		
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What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
If a negative or unequal (high or low) impact has been identified, you should assess this further in a Full EqIA	Michelle Abraham, Head of Service HHIA	By the HHIA as part of the ongoing business planning of the service.	September 2019



Approved by Assistant Director/ Strategic Director:
Date: 03/06/19

Please send this EqIA to equalities@stevenage.gov.uk