

Chesterfield Borough Council

Equality Impact Assessment - Full Assessment Form

Service Area: Housing
Section: Adaptations
Lead Officer: Chris McDermott

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Adaptations Policy and Procedure 2017 - 2020

Is the policy, project, service, function or strategy:

Existing
Changed
New/Proposed

STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES

What is the aim of the policy, project, service, function or strategy?

The policy and procedure provides a framework for case-by-case consideration of major adaptations to the Council's housing stock to meet the needs of individual tenants with disabilities or long term conditions.

Who is the policy, project, service, function or strategy going to benefit and how?

CBC seeks to provide assistance in enabling tenants to live independently with privacy, confidence and dignity. The policy will primarily benefit tenants with disabilities or long term conditions, but ensuring that the resources available are allocated fairly.

What outcomes do you want to achieve?

To ensure that the adaptation budget is spent having consideration for value for money and targeting cases of a higher need. It is hoped that compliance of the policy and procedure will ensure there are funds within the budget throughout the financial year.

What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

The increase in age expectancy and continued requests for adaptations in respect of younger tenants puts pressure on the budget; along with other external factors such as an increase in external contractor fees and costs.

The policy also sets out arrangements

STEP 2 – COLLECTING YOUR INFORMATION

What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

Consideration has been given to previous year's expenditure in respect of Adaptations.

Consideration has been given with regards to the referrals made over the previous financial year.

Policies passed by other Local Authorities have been considered when drafting the policy.

STEP 3 – FURTHER ENGAGEMENT ACTIVITIES

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

Date	Engagement Activity	Main findings
13/3/2017	Ongoing consultation with Officers involved	General acceptance, discussion and amendment regarding some points.

	with Adaptations	
March 2017	Tenant Consultation (Postal Group)	Minor amendments made and implemented following recommendation by the group

STEP 4 – WHAT’S THE IMPACT?

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (Think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

Group or Protected Characteristic	Impact
Age – including older people and younger people.	Disabilities and long term conditions may be more frequent in older age groups. Referrals are considered based on access need, rather than age. Applications from all ages are considered

<p>Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.</p>	<p>Around 23% of people in the Borough identified themselves as having a disability during the 2011 Census.</p> <p>The policy is designed to support Council tenants with access needs due to long term conditions and disabilities to live independently in their homes.</p> <p>The policy uses the definition of ‘disability’ within the Equality Act when considering a person’s needs.</p> <p>It also puts into place a process for dealing with ‘urgent’ adaptations, eg. where a person requires an adaptation to enable them to go to hospital for lifesaving/extending treatment.</p> <p>The policy aims to ensure that the limited funds are allocated to those most in need of adaptations. In order to provide a sustainable and fair service, the policy includes a number of eligibility criteria including:</p> <ul style="list-style-type: none"> • Where a tenant’s housing need could be met through a move to a different property and where CBC has high levels of stock available of a particular property type, it is expected that the tenant will consider and accept a move to a different property. • Major adaptations will not be carried out in respect of a single person occupying a family home. • CBC will only approve adaptations of a permanent nature that will assist the disabled person in the long term. • On approval of an application for a major adaptation, the policy sets out guidelines for ‘continued occupation’. This means that the Council would not expect a tenant to request a move to another of the Council’s property where a further adaptation would be needed for a period of time, dependent upon the amount invested in adaptations. <p>In addition to the framework for assessing applications, the policy ensures that every application will be assessed by a panel, and will be considered based on individual circumstances to ensure the fair and reasonable delivery of adaptations.</p>
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Gender – men, women and transgender.	No disproportionate impact anticipated.
Marital status including civil partnership.	No disproportionate impact anticipated.
Pregnant women and people on maternity/paternity.	No disproportionate impact anticipated.
Sexual Orientation	No disproportionate impact anticipated.
Ethnic Groups	No disproportionate impact anticipated.
Religions and Beliefs	No disproportionate impact anticipated.

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

Yes

No

If yes what action can be taken to stop the discrimination?

Please see table above.

STEP 5 – RECOMMENDATIONS AND DECISION MAKING

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

The EIA has promoted consideration towards all groups of people; ensuring that the drafting of the policy hasn't discriminated against any of the aforesaid protected groups.

How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

All adaptation referrals will be continually monitored to show outcomes for all referrals made. Justification will need to be demonstrated for all decisions made. The ongoing workability of the policy will be closely considered during the infancy of the policy; thereafter the policy will be reviewed on an annual basis.

STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION

Please note the draft EIA should be reviewed by the appropriate Head of Service/Service Manager and the Policy Service before WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager

Name: Alison Craig

Date: 31st March 2017

Reviewed by Policy Service

Name: Katy Marshall

Date: 28th March 2017

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service

