

	DBC Equality Impact Assessment Form			

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Directorate: Finance & Governance

Service: Regulatory Services

Policy / function / activity being reviewed: Private Sector Housing Assistance Policy

Date completed and by whom: Nick Egerton, 14/03/13

Review date: 14/03/14

Step 1 – Identifying the Purpose / Aims

1. What type of policy, service, activity or function is this?

Changing/ updated

2. What is the aim and purpose of the policy, activity, service or function?

This policy sets out the Council's commitment to and role in private sector housing assistance within the Borough. It sets out how the Council will both help and influence private sector housing with the aim of improving living conditions for residents by improving and maintaining the quality of the residential stock

3. Outline any proposals being considered.

This authority is offering a variety of loans to replace discretionary grants. The types of loans to be provided include: Health Homes Loans, Discretionary Health Homes Loans, Landlord Loans, Empty Property Loans, Contaminated Land Loans, Radon loans as well as maintaining the Mandatory Disabled Facilities Grants. A discretionary Relocation grant will

also be available as an alternative option to assist those with disabilities..

4. Who is the policy, activity, service or function intended to help / benefit / serve?

The policy targets particular support at people with disabilities and within this group focuses on children with disabilities.

5. Does the policy, activity, service or function have any specific aims or objectives in relation to equality, social inclusion or community cohesion?

The Council will both help and influence private sector housing with the aim of improving living conditions for residents by improving and maintaining the quality of the residential stock. The resources will be targeted at those in most financial need and/or with disabilities. This should help reduce inequality, aid social inclusion and community cohesion by reducing the financial burdens which fall on disabled people. It will also have a positive impact on some parents by offering targeted additional support to children with disabilities.

Step 2 – Considering existing information and what this tells you

6. Summarise any data / research or performance management information about the policy, function or activity that is available. This could include equalities monitoring information; surveys; complaints or grievances.

Data / Information

Disabled Facilities Grants are offered only to those with disabilities. The number of other grants offered over the past 12 months are limited in number and do not provide statistically significant information.

7. Is there any evidence of negative differential impact on any of the Nine Protected Characteristics or any other cluster group? (Some equality categories may be more relevant than others)

Race or Ethnicity

There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy.

Sex (Gender)

There is no evidence of negative differential impact and the policy will be

administered according to the Council's Equality and Diversity policy.
Gender Reassignment and Transgender
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy.
Sexual Orientation
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy.
Age
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy. Children with disabilities will receive additional grant assistance.
Disability
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy. The policy aims to positively improve the housing stock for those with disabilities, providing new resources in addition to the existing Disabled Facilities Grants. Resources will be targeted at children and/or those with least financial means.
Religion or belief/ faith communities
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy. The policy has considered religion and faith issues. As a result a zero per cent interest option has been proposed for most loan types to minimise the risk of negative differential impact on religious groups who object to money being lent for profit. Where interest is applied it will only be at a 'not for profit' rate and this is also believed to be broadly compliant with most religious groups.
Marriage and Civil Partnerships
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy.
Pregnancy and Maternity
There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy. The parents of children with disabilities will benefit from the policy through being offered additional financial assistance.

Socio Economic Duties (Socially excluded communities or groups)

There is no evidence of negative differential impact and the policy will be administered according to the Council's Equality and Diversity policy.

Step 3 – Assessing the Impact

8. Is there any evidence of higher or lower take-up of the service, facility or opportunity by any group /community and if so, is there an explanation for this?

The existing service (Disabled Facilities Grants) is targeted at disabled people but is not currently monitored beyond this.

9. Could any of the associated rules, requirements or regulations of the function, activity or policy affect the accessibility of the service/ activity to any groups or communities?

The policy will affect those with disabilities, and those on specific benefits. It is believed that the effect of this will be positive.

10. If the impact or effects are adverse for any community or group, can they be defended i.e. in order to provide equality for another community under legislation or policy?

Yes Please give details below.

There is no evidence of negative differential impact and the policy is designed to reduce inequalities between different groups, particularly between disabled and able-bodied people.

Step 4 – Dealing with adverse or unlawful impact

11. What can be done to improve the policy, service, function or any proposals in order to reduce or remove any adverse impact or effects identified?

N/A

12. What would be needed to be able to do this? Are the resources available?

N/A

Step 5 – Consultation and Feedback

13. Outline your proposals to consult with those affected on proposed changes.

We will consult with relevant organisations such as Age UK.

Step 6 – The decision

14. What needs to be done?

Approval by Cabinet

Step 7 – Monitoring, review and evaluation

15. What monitoring and review mechanisms are in place or will be developed?

Customer satisfaction surveys will be undertaken. The policy will be reviewed initially after 12 months and then annually to ensure it is fit for purpose. The take up of the programme will be monitored for certain equality characteristics (age, gender, ethnicity) and reviewed at regular intervals to ensure there are no access issues.

Step 8 – The service plan

16. What needs to be included in the Service Development Plan?

Monitoring mechanisms and satisfaction surveys will be carried out as outlined above.

17. Does an Action Plan need to be put together to ensure everything is actioned?

N/A

Step 9 – Publishing the Results

The EqlA will be published on the Council's website; therefore as the author of the document it is your responsibility to ensure that it is written in an understandable way, free from Council jargon.

In order for the EqlA form to be published it must be reviewed and signed off by the relevant Group Manager. It is the service manager's responsibility to ensure that this is done.

Once the form this has been completed an electronic copy should be sent to Anne Stunell – Human Resources, ext. 2089 or Elissa Rospigliosi - Corporate Graduate, ext. 2541.