

Dacorum BC Community Impact Assessment (CIA)

Policy / service / decision

Private Sector Housing Assistance Policy

Description of what is being impact assessed

What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

The aims of this policy is to improve the use of the Disabled Facilities Grant, Better Care Fund, by widening the scope to include access to grant funding, or adaptations to enable individuals to live independently in their own homes for longer and to reduce the impact on other social care services.

The policy will provide increased opportunities for individuals who require adaptations, alternative housing or support through grant funding, through a range of options available to service users and health care professionals.

The need to ensure the grant funding is allocated in accordance with the policy conditions will require some additional training or resource for those staff responsible for administration of the grant.

The policy will require approval from members and will be taken through the scrutiny and Cabinet approval process.

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.

Legislation consultation papers, detail from Foundations a charitable organisation which works to improve lives of those with disabilities, details from officers within the housing service in respect of the widening of scope for the grant, data from the CCG and Adult social care and community interest groups.

Refusals reasons from clients applying for DFG grant due to means assessment.

By widening the scope of the grant it is aimed to provide more opportunities for those individuals who have vulnerabilities or disabilities as it requires engagement with health professionals or carers to facilitate improved access to the grant funding available.

Who have you consulted with to assess possible impact on protected groups? *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

Housing Aids and Adaptations surveyors, Group Manager Property and Place, Assistant Director Finance and Resources, Housing Senior management team.

Portfolio Holder for housing, Cllr Margaret Griffiths.

Additionally CCG and Adult Social Care, current clients and those awaiting adaptations, or who have refused adaptations in the past due to the contribution requirements, Other Local government districts that have developed similar policies

Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- The PCs of *Marriage and Civil Partnership* and *Pregnancy and Maternity* should be added if their inclusion is relevant for impact assessment.
- Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			
Age	D.o.B is recorded on any occupational health referral, but is only for identification purposes. The widening of scope will address some age related conditions such as frailty.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability (physical, intellectual, mental) <i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	All cases will be assessed and the policies overarching purpose is to improve the accessibility of the grant funding	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	The conditions for the grant being awarded are assessed on a case by case basis and with the input of medical professionals or carers to support those who may have elected for a gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Race and ethnicity	The conditions for the grant being awarded are assessed on a case by case basis and with the input of medical professionals or carers to support those who may have elected for a gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	Where requirements for religious reasons are requested i.e.need for a female chaperone, the service will accommodate such requests and ensure staff have appropriate awareness training so they can be aware of potential adjustments to the service.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	There are similar numbers of male and female applicants for the DFG grants and it is anticipated that through the widening of the scope of the grant that this is likely to continue.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	Staff all receive Equalities and Diversity training and there is no detrimental impact on this protected group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.	The aim of the policy is to consider the opportunity to use the grant funding to support the overall wellbeing agenda. In so doing consideration has been given to issues such as social isolation and frailty. Carers will also be able to make applications for grant funding to assist with their caring responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Negative impacts / outcomes action plan

Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

If negative impacts / outcomes remain, please provide an explanation below.	
Completed by (all involved in CIA)	
Date	
Signed off by <i>(AD from different Directorate if being presented to CMT / Cabinet)</i>	
Date	
Entered onto CIA database - date	
To be reviewed by (officer name)	
Review date	