

## EQUALITY IMPACT ASSESSMENT – STAGE 1

<b>EIA Ref</b>		
<b>Lead Officer</b>	Name	<b>Natalie Johnson</b>
	Position	<b>Service Development Officer</b>
	Contact details	<b>Via internal system</b>

### SECTION 1 –Context & Background

#### 1.1 What is the title of the policy/practice/service?

This EIA relates to two policy documents both concerned with the Council's provision of housing adaptations to assist disabled people to continue living independently at home when appropriate. One is a public facing document and the other is aimed at staff:

- Home Assistance Policy 2020-2023 (public-facing document); and
- Home Adaptations for Disabled People Policy & Procedure (for staff).

#### 1.2 What is the current status of the policy/practice/service?

<b>Existing</b>		<b>Changed</b>	✓	<b>New</b>	
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#### 1.3 What are the principal aims and intended outcomes of the policy/practice/service?

- The Home Assistance Policy 2020-2023 policy describes how the Council will use its powers under the Regulatory Reform (Housing Assistance) (England and Wales) Order (RRO) 2002 to provide housing adaptations for disabled people. This is a public-facing document and local authorities must have such a policy in place if they wish to make use of their powers under the RRO.
- The Home Adaptations for Disabled People Policy & Procedure sets out the policy, procedure and practice associated with the provision of minor and major housing adaptations for disabled people living in Halton. This is a policy and procedure document for staff and is intended to assist those in the Initial Assessment Team and the Home Improvement Service to follow the local procedures in place.

#### 1.4 Who has primary responsibility for delivering the policy/practice/service?

HBC Occupational Therapy Service and Home Improvement Service.

#### 1.5 Who are the main stakeholders?

Disabled people using the service, as well as their families/carers.

#### 1.6 Who is the policy/practice/service intended to affect?

Residents		Staff	✓	Specific Group(s) - (add details below) ✓
As described at 1.4 and 1.5.				

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### 1.7 Are there any other related policies/practices/services?

As described in the policy documents.

## SECTION 2 – Consideration of Impact

### 2.1 Relevance: – the Public Sector Equality Duty

Does this policy/practice/service show due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**Yes ( ✓ )**

**No (   )**

State reasons below

The implementation of these comprehensive and updated policies and procedures will support fairness, consistency and flexibility to meet individual needs to ensure that housing adaptations continue to have a positive impact on the lives of disabled people and their carers.

### 2.2 Has data and information been used in determining the impact of the policy/practice/service (under review) on those with a protected characteristic?

Yes	✓	No	
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#### In “Yes” - please provide a brief summary of the principal findings / conclusions of this data/information/consultation.

The policy review was subject to information sharing between a working group representing key members of staff involved in delivering the policy. Any issues highlighted were clarified appropriately within the revised policy.

#### If “No” – what further data/intelligence/consultation is (or will be) required to provide sufficient evidence of the impact on the protected characteristics.

Information Source/Planned Activity	Timeframe	Lead Officer

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**2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice/service been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? And has the level of impact judged to be high (H), medium (M), or Low (L)?**

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	+	H	The policy has been written to ensure that those who require housing adaptations (e.g. due to age or disability) have their needs adequately met in order to ensure a positive impact on their lives.
Disability	+	H	
Gender	=	M	
Race / ethnicity	=	M	
Religion / belief	=	M	
Sexual Orientation	=	M	
Transgender	=	M	
Marital status/ Civil Partnerships	=	M	
Pregnancy/Maternity	=	M	
<b>In Halton two further vulnerable groups have been identified: -</b>			
Carers	+	H	The provision of housing adaptations can also have a positive impact on the lives of carers by assisting them in their caring role.
Socio – economic disadvantage	=	M	

**2.4 How will the impact of the policy/practice/service be monitored?**

Via regular service monitoring.  
Monitoring of contracts with suppliers involved in the provision of adaptations.  
The policies will be reviewed on a periodic basis or as required following changes in legislation, local practice etc.

**2.5 Who will be responsible for monitoring?**

HBC Occupational Therapy Service and Home Improvement Service.

**2.6 If any low to moderate negative impacts, or potential negative impacts, have been identified, what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment.**

**Where none have been identified insert ‘no further action required’ in the first column.**

**If any high impacts are identified – a Stage 2 assessment should automatically be completed.**

Action & purpose / outcome	Priority	Timeframe	Lead Officer
No further action required.	( M, L)		

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### 2.7 Summary of stakeholders involved in this review

Job Title or Name	Organisation / representative of
Natalie Johnson, Service Development Officer	Policy, Performance and Customer Care Team, People Directorate (Adult Social Care), Halton Borough Council

### 2.8 Completion Statement

**As the identified Lead Officer of this review I confirm that:-**

No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required

**Signed: Natalie Johnson**

**Date: 31.03.2020**

**Completed EIAs should be sent to Shelah Semoff, Enterprise, Community & Resources Directorate, to be given a unique reference number and for inclusion on the central register.**