

Equality Impact Assessment Form



Directorate: Transformation	Service: Housing & Regeneration
Completed by: Gillian Sands	
Subject Title: Disabled Adaptation Policy	
1. DESCRIPTION	
Is a policy or strategy being produced or revised:	<i>*delete as appropriate</i>
	Yes
Is a service being designed, redesigned or cutback:	
	Yes
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	No
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty (Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations):	Yes – Chapter 2 – Section 20 – Equality Act 2010
Details of the matter under consideration:	Landlord Services Disabled Adaptations policy to aid those who require adjustments.
<p><i>If you answered Yes to any of the above go straight to Section 3</i></p> <p><i>If you answered No to all the above please complete Section 2</i></p>	
2. RELEVANCE	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	<i>*delete as appropriate</i>
	Yes
If Yes , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered Yes go to Section 3</i>	The aim of the policy is to keep disabled and long term sick tenants in their homes and able them to carry out essential, day to day activities.
If you answered No to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	
3. EVIDENCE COLLECTION	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Tenants, families and prospective tenants.
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	People with disabilities

<p>Which of the protected characteristics are most relevant to the work being carried out?</p> <p>Age</p> <p>Gender</p> <p>Disability</p> <p>Race and Culture</p> <p>Sexual Orientation</p> <p>Religion or Belief</p> <p>Gender Reassignment</p> <p>Marriage and Civil Partnership</p> <p>Pregnancy and Maternity</p>	<p style="text-align: right;"><i>*delete as appropriate</i></p> <p>Yes – nearly 25% of 60+ applicants on the waiting list consider themselves disabled</p> <p>No</p> <p>Yes</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p> <p>No</p>
<p>4. DATA ANALYSIS</p>	
<p>In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?</p>	<p>Tenants living in WLBC properties who have a disability may require an adaptation to continue to live in their home.</p> <p>Family members of tenants who live in a WLBC property may apply on a family members behalf.</p>
<p>What will the impact of the work being carried out be on usage/the stakeholders?</p>	<p>By adapting the property the tenant will be able to live in their homes longer and be able to carry out essential day to day activities. This creates more sustainable tenancies and communities.</p> <p>By introducing the policy, a cap on the maximum contribution will be in place. This will mean that the tenants may need to contribute or find additional funding elsewhere.</p> <p>This policy will be open for consultation and we will be encouraging key stakeholders to comment.</p>
<p>What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?</p>	<p>Satisfaction surveys take place following an adaptation.</p> <p>Satisfaction surveys are currently running at 100% satisfied.</p>
<p>What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?</p>	<p>Results from consultation will be considered to formulate the policy.</p> <p>The results from a recent consultation for Private Sector Disabled Adaptations Policy have been taken into consideration. No major changes were suggested only slight wording changes.</p>

	<p>From the data we hold in Housing Allocations we can see that last year, we house 723 applicants. Of which, 64 recorded themselves as disabled on their application (9%).</p> <p>Our records show that 16% consider themselves disabled on the waiting list.</p>
If any further data/consultation is needed and is to be gathered, please specify:	The draft policy is to go into Consultation from 17 th June to 1 st August 2015.
5. IMPACT OF DECISIONS	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	<p>Positively - as more adaptations will be carried out due to the maximum contributions being set.</p> <p>Positively - as clarity on service being provided outlined.</p> <p>Negatively - due to the restrictions being imposed, i.e. cap on funding, transfers, Right to Buy.</p> <p>Negatively – funding requirements may reduce the amount of people who get an adaptation leaving them dissatisfied.</p>
6. CONSIDERING THE IMPACT	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	<p>Explaining the restrictions at the outset.</p> <p>Maximum contribution has been set to fall in line with the Private Sector Disabled Adaptation Policy. Currently, there are no adaptations on the waiting list that will cost above £30k.</p> <p>WLBC <u>may</u> contribute to reasonable moving expenses when a tenant is moved to a suitable alternative property.</p>
What actions do you plan to take to address any other issues above?	<p><i>If no actions are planned state no actions</i></p>
7. MONITORING AND REVIEWING	
When will this assessment be reviewed and who will review it?	Assistant Director of Housing & Regeneration August 2015