

Equality Impact Assessment Form



Directorate: Transformation, Housing and Resources

Service: Housing Services

Completed by: Nicola Bradley

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Subject Title: Decant Policy

1. DESCRIPTION

Is a policy or strategy being produced or revised:

Yes

Is a service being designed, redesigned or cutback:

No

Is a commissioning plan or contract specification being developed:

No

Is a budget being set or funding allocated:

No

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

Details of the matter under consideration:

Introduction of Decant Policy covering permanent and temporary moves from Council homes to allow, repair, improvement r redevelopment work to proceed

*If you answered **Yes** to any of the above **go straight to Section 3***

*If you answered **No** to all the above **please complete Section 2***

2. RELEVANCE

Does the work being carried out impact on service users, staff or Councillors (stakeholders):

Yes/No*

If **Yes**, provide details of how this impacts on service users, staff or Councillors (stakeholders):

*If you answered **Yes** go to **Section 3***

If you answered **No** to both Sections 1 and 2 provide details of why there is no impact on these three groups:

You do not need to complete the rest of this form.

3. EVIDENCE COLLECTION

Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Council 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)?	The Policy will be applied to any Council tenant who is required to decant. No particular group will be impacted more than any other.
Which of the protected characteristics are most relevant to the work being carried out? Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity	Yes No Yes No No No No No No No
4. DATA ANALYSIS	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	The Council currently has 1 family being decanted due to structural work being required.
What will the impact of the work being carried out be on usage/the stakeholders?	There will be no impact in terms of the number of decants. The Policy will improve transparency and create a more consistent approach to all tenants regardless of protected characteristics.
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?	Given the very low number of decants no satisfaction data is captured. No recent formal complaints have been received in connection to decant arrangements.
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?	Data relating to current tenants has been considered. The Council has 5735 tenants. 61.5% of primary tenants are Female 38.5% are male. Of those tenancies where we have an

	<p>Ethnic origin recorded 94.3% are White British</p> <p>29.6% are over 66 years of age</p> <p>35.19% of those where who have provided information consider themselves to have a disability.</p> <p>2011 Census data The gender of the borough is relatively balanced overall with 52% of the population identifying as female. West Lancashire has a diverse population in terms of age and in 2020, 19.4% of the population were under 18; 58.3% were aged 18-64 and 22.3% were aged over 65 years. The census reflected very small numbers of residents with other ethnicities: Asian / Asian British at 0.8%; Black / Black Asian at 0.2%; Mixed Race at 0.2% and Other at 0.1%. In the 2011 Census, 76% of residents declared themselves to be Christian, with 17% stating that they do not follow a religion. The 2011 Census showed that more than 20% of West Lancashire residents consider that their day-to-day activities are limited to some extent by a long-term health problem or a disability</p>
<p>If any further data/consultation is needed and is to be gathered, please specify:</p>	
<p>5. IMPACT OF DECISIONS</p>	
<p>In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?</p>	<p>Any customer required to move from their home will be inconvenienced, certain groups may however be more effected than others. Older customers, those with disabilities, and those with children may be more effected by having to move.</p>
<p>6. CONSIDERING THE IMPACT</p>	
<p>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</p>	<p>Each decant situation will be considered on a case by case basis to ensure the individual needs of the customer are taken into account.</p>

<p>financial drivers etc.).</p>	<p>For older tenants we would take into account support needs for example tenants living in sheltered accommodation would where possible be offered an alternative sheltered property. Guest bedroom facilities are also available for short stays. Adaptation needs of disabled customers would be taken into account when establishing the suitability of decant accommodation.</p> <p>An elderly or disabled customer may suffer more disruption from major works than other tenants, the decision whether to decant will take the needs of the customer into account.</p> <p>Tenants with children may experience difficulty getting children to and from school if the decant property is further away, reimbursement of additional travel costs can be considered.</p>
<p>What actions do you plan to take to address any other issues above?</p>	<p>No actions</p> <p><i>If no actions are planned state no actions</i></p>
<p>7. MONITORING AND REVIEWING</p>	
<p>When will this assessment be reviewed and who will review it?</p>	<p>The EIA will be reviewed along with the Decant Policy every 3 years</p>