

Equality Impact Assessment

Service Area	Housing Services – Private Sector Housing
Policy/Service being assessed	Housing Financial Assistance Policy
Is this is a new or existing policy/service?	It is a new county wide policy
If existing policy/service please state date of last assessment	None undertaken as previous policy was approved in 2006
EIA Review team – List of members	Ken Bruno Mark Lingard Ian Jackson
Date of this assessment	25 th July 2017
Signature of completing officer (to be signed after the EIA has been completed)	Mark Lingard
Name and signature of Head of Service (to be signed after the EIA has been completed)	Bill Hunt

A copy of this Equality Impact Assessment Report including relevant data and information should be saved in the Equality and Diversity Folder on the shared drive.

Form A2

Equality Impact Assessment
Please Explain

Stage 1 – Scoping and Defining

(1) What are the aims and objectives of policy/service?

On the 1 April 2017 the Council entered into a partnership agreement with the five Warwickshire District and Borough Councils and Warwickshire County Council to participate in a county wide HEART service (Home Environment Assessment and Response Team), for the delivery of home adaptations and related services.

The reasons for reviewing the Housing Financial Assistance Policy are directly linked to the creation of HEART and the increase in Disabled Facilities Grant funding.

The purpose of the new Housing Financial Assistance Policy is to:

- Create consistent forms of financial assistance across Warwickshire for delivery by the HEART partnership.
- To align the policy with the objectives of the Better Care Fund. Which are to assist with the prevention of admissions to hospital and social care and support hospital discharge and reduce the need for social care interventions.
- To make effective use of the increased budgets from the Disabled Facilities Grant allocation to meet the Better Care Fund objectives.

<p>(2) How does the policy/service fit with the council's wider objectives?</p>	<p>The proposed Housing Financial Assistance Policy links in with the Service and Money strands of Fit for the Future. The service is focused on managing resources efficiently to meet customer demand and make best use of available budgets.</p> <p>The effective delivery of aids and adaptations to residents' homes directly and positively contributes to the Housing and Health and Wellbeing priorities within the Council's Sustainable Community Strategy.</p>		
<p>(3) What are the expected outcomes of the policy/service?</p> <p>Who is intended to benefit from the policy/service and in what way?</p>	<p>The aim of the Housing Financial Assistance Policy is to use the additional Disabled Facilities Grant funding in a more holistic way to deliver better outcomes for residents. This will have a positive impact for adults and children with disabilities, older people and other service users as defined under the protected characteristics in the Equality Act 2010.</p>		
<p>(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?</p> <p>Please identify all groups that are affected and briefly explain why</p>	<p>RACE NO</p>	<p>AGE NO</p>	<p>GENDER NO</p>
	<p>RELIGION/BELIEF NO</p>	<p>DISABILITY NO</p>	<p>SEXUAL ORIENTATION NO</p>
	<p>Other – please specify</p>		
<p>(5) Are there any obvious barriers to accessing the service?</p>	<p>There are no obvious barriers.</p> <p>As HEART is a new service, further work is planned to publicise the proposed Housing Financial Assistance Policy, once it has been approved.</p>		

<p>(6) How does the policy/service contribute to promotion of equality?</p>	<p>The Housing Financial Assistance Policy aims to improve the quality of life and social justice for residents across the whole of the county so that all residents in Warwickshire can enjoy the same opportunities to access adaptation and related services to be able to remain independent at home. In addition we are working in partnership to improve health and well being and to reduce health inequalities for residents across the county.</p>
<p>(7) Does the policy/service have the potential to promote good relations between groups?</p>	<p>The Housing Financial Assistance Policy has the potential to foster good relations between groups (older people and disabled people and the wider community) by enabling service users to fully participate and contribute to society / communities.</p>
<p><u>Stage 2 - Information Gathering</u></p>	
<p>(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?</p>	<p>Information and experience from the five District and Borough Councils in Warwickshire, Warwickshire County Council, Public Health and the government body – Foundations.</p>
<p>(2) What consultation/ information has been used? What new consultation, if any, do you need to undertake?</p>	<p>The Housing Financial Assistance Policy has been developed by the five District and Borough Councils in Warwickshire. The HEART Project Board which also includes Warwickshire County Council and Public Health have also approved the proposed policy.</p> <p>Foundations, the government appointed body who oversee the national network of Home Improvement Agencies have also been consulted about the policy.</p>
<p><u>Stage 3 – Making a Judgement</u></p>	

<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>No adverse or negative impact has been identified for any particular group as a result of proposed policy.</p> <p>There is no evidence of needs not being met. The HEART Project Board will be monitoring the effectiveness of the new Housing Financial Assistance Policy on a quarterly basis.</p> <p>The financial assistance will be accessed via the HEART service so for customers who experience communication problems a range of measures are available including the provision of information in different formats, use of interpreters and close working with partners in social care and health to provide the necessary support to enable customers to access the service. The service offers home assessments so there is no requirement for customers to attend Council offices.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>N/A</p>

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	N/A																													
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Yes. The Housing Financial Assistance Policy will help support the independence of disabled and older people, enabling these groups to access opportunities available to other groups in Warwickshire.																													
<u>Stage 4 – Action Planning, Review & Monitoring</u>																														
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EIA Action Plan</p> <table border="1" data-bbox="779 762 2040 986"> <thead> <tr> <th data-bbox="779 762 1032 842">Action</th> <th data-bbox="1032 762 1285 842">Lead Officer</th> <th data-bbox="1285 762 1538 842">Date for completion</th> <th data-bbox="1538 762 1792 842">Resource requirements</th> <th data-bbox="1792 762 2040 842">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="779 842 1032 874"></td> <td data-bbox="1032 842 1285 874"></td> <td data-bbox="1285 842 1538 874"></td> <td data-bbox="1538 842 1792 874"></td> <td data-bbox="1792 842 2040 874"></td> </tr> <tr> <td data-bbox="779 874 1032 906"></td> <td data-bbox="1032 874 1285 906"></td> <td data-bbox="1285 874 1538 906"></td> <td data-bbox="1538 874 1792 906"></td> <td data-bbox="1792 874 2040 906"></td> </tr> <tr> <td data-bbox="779 906 1032 938"></td> <td data-bbox="1032 906 1285 938"></td> <td data-bbox="1285 906 1538 938"></td> <td data-bbox="1538 906 1792 938"></td> <td data-bbox="1792 906 2040 938"></td> </tr> <tr> <td data-bbox="779 938 1032 986"></td> <td data-bbox="1032 938 1285 986"></td> <td data-bbox="1285 938 1538 986"></td> <td data-bbox="1538 938 1792 986"></td> <td data-bbox="1792 938 2040 986"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments																				
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(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan	The operation of the Housing Financial Assistance Policy will be monitored by the Project Board and reviewed after it has been in place for 12 months. If any equalities issues have arisen these will be addressed during that review.																													

A copy of this EIA has been filed to the Council's L drive - **L:/Equalities & Diversity/EIA/2010/Housing Financial Assistance**

The Equality Impact Assessment on this policy was undertaken on 25th July 2017 and it will be reviewed on 25th July 2020.