



## EQUALITY IMPACT ASSESSMENT

<b>Name of Service Area</b>	Resident Support
<b>Lead Officer and contact details</b>	Jane Ellis, Resident Support Specialist <a href="mailto:jellis@tandridge.gov.uk">jellis@tandridge.gov.uk</a> 01883 732826
<b>Officer(s) conducting assessment (if different from above)</b>	As above
<b>Date of assessment</b>	06.06.2022

### 1. Name of Policy, Strategy, Function or Project being assessed

Private Sector Housing Assistance Policy
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### 2. Reason for assessment (What are you trying to do? e.g. new, updated or revised policy)

Revised policy
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### **3. Description of the Policy, Strategy, Function or Project being assessed?**

The purpose of this policy is to set out the Council's approach to delivering Disabled Facility Grants (DFGs) and targeted financial support to vulnerable and disabled people living in homes in disrepair. The policy ensures that the Council fulfils its duties to promote equality and eliminate discrimination and enables disabled and vulnerable enjoy improved quality of life. The Policy also ensures public funds are spent effectively and equitably, with value for money obtained. The delivery of adaptation and repair works under this policy helps to prevent hospital admission and pressure on acute services and supports avoidable early admission into care services.

### **4. Who are the main stakeholders/beneficiaries and detail any consultation held. (e.g. staff, tenants, residents, voluntary and community groups, service users, faith organisations, other council departments, other public sector and business partners)**

Owner occupiers, private and RSL tenants, occupiers and licensees with a right to occupy accommodation living in the Tandridge District, who have (or their immediate family have) a disability or some other vulnerability and either require disabled adaptations to be installed, repairs to their home or both.

Consultation with members is planned between Further consultation is planned with Council Members which will be used to inform and develop further the original draft of this policy between 21<sup>st</sup> June 2022 and 8<sup>th</sup> July 2022.

The draft policy will then be subject to a period of public consultation scheduled to run between 18<sup>th</sup> July 2022 and 12<sup>th</sup> August 2022 which will involve members, key partners, resident and tenant groups and the public.

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**5. Please complete the following table considering the impact of the proposed policy/project/ strategy on all equality groups (including the Protected Characteristics defined within the Equality Act 2010).**

(What information data do you have regarding service users/ staff/ residents? What further information do you need? What cross-cutting issues do you need to consider?)

	Actual or Potential Negative Impact		Reasons/Comments or Gaps in Knowledge (Please expand in Improvement Plan)
	High	Low	
<b>Race</b> (Please include any actual or potential impacts on any persons due to race, ethnicity, colour or nationality, including refugees and migrants)	No	No	There are no specific issues that have been identified for this group.
<b>Sex</b> (Please include any actual or potential impacts on male and female persons)	No	No	There are no specific issues that have been identified for this group.
<b>Marriage and Civil Partnership</b> (Please include any actual or potential impacts on any persons due to marital or civil partnership status. Please note that civil partners must be treated the same as married couples on a wide range of legal matters.)	No	No	There are no specific issues that have been identified for this group.

<p><b>Sexual orientation</b> (Please include any actual or potential impacts on any persons due to sexual orientation)</p>	No	No	There are no specific issues that have been identified for this group.
<p><b>Gender Reassignment</b> (Please include any actual or potential impact on any person that has or is in the process of transitioning from one sex to another)</p>	No	No	There are no specific issues that have been identified for this group.
<p><b>Pregnancy and Maternity</b> (Please include any actual or potential impact on any person who is pregnant or expecting a baby. Maternity refers to the period after birth and is linked to maternity leave in the employment context. In the non-work context, this also refers to the period of 26 weeks after giving birth.)</p>	No	No	There are no specific issues that have been identified for this group.
<p><b>Religion or belief</b> (Please include any actual or potential impact on any person due to religion, faith or recognised belief system. This also includes Atheism)</p>	No	No	There are no specific issues that have been identified for this group.

<p><b>Disability</b>  (Please include any actual or potential impact on any person with a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This includes mental health; physical disability; hearing impairment or deaf; visual impairment or blind; dyslexia; or any hidden impairments such as HIV/AIDS or sickle cell)</p>	<p>No</p>	<p>No</p>	<p>This policy has been developed to assist disabled people with a clinical need for adaptations and promotes independent living for disabled people and improving their quality of life.</p> <p>It also provides funding to enable disrepair to be remedied in the homes of vulnerable and disabled people living in the District.</p> <p>Housing is a key determinant of health and improving the quality of someones housing, and or installing adaptations, prevents accidents and maintains independence and dignity, relieving pressure on acute services and care.</p>
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<p><b>Age</b> (Please include any actual or potential impact on any specific age group, e.g. any person who is under 21 or over 60 years of age)</p>	<p>No</p>	<p>No</p>	<p>The service does not discriminate on the grounds of age, either directly or indirectly – however it should be noted that the service user’s age will be considered as part of the clinical assessment and may influence the nature and extent of works or support package proposed.</p> <p>Disabled and older tenants who have lived in their home for a long time can often resist change even if the best solution is for them to move home.</p> <p>The policy is accessible to all but it likely to predominately provide more benefits for older people who are more likely to be frail or have an impairment as a result of their age.</p> <p>The policy seeks to promote equality for elderly residents by providing aids and adaptations to promote independent living.</p> <p>There may be more alternative rehousing options for older disabled people in terms of move-on into particular types of accommodation (e.g. sheltered or enhanced care schemes) especially in the social rented sector.</p>
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<p><b>Child Poverty and other socio-economic impacts</b>  (Please include short and long term implications for eradicating child poverty; actual or potential implications for residents who are living on a low-income or are unemployed; and economic prosperity of Tandridge overall)</p>	No	No	<p>Some works will result in the landlord being able to increase the rent to cover servicing and maintenance costs for equipment installed. If a rental property increases in size as a result of an adaptation (e.g. extension) it may be subject to an increase in property value, and therefore rent. This could have a negative impact on individuals or families with low or no income.</p> <p>Families on low or no income would usually be in receipt of benefits that would (in the case of housing benefit) take into account any increase in size and rent. The policy requires tenants to be advised that their rent may be affected before agreeing any adaptation.</p>
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**EIA IMPROVEMENT PLAN**

The Improvement Plan needs to outline the actions that you propose to mitigate each identified actual or potential negative impact on any equality group.

Actions from this Improvement Plan should be included as part of the final report and implementation taken forward as a part of that process.

ISSUE IDENTIFIED	ACTION(S) TO BE TAKEN	LEAD OFFICER	TIMESCALE	COMMENTS

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To submit the form for review by the Equalities Officers, please save a copy of this form and send to Jason Thomas & Belinda Purcell. Further clarification or evidence may be requested. The final version will be sent to your CMT member for final authorisation.

A non-editable copy of the form which be uploaded to Covalent for monitoring purposes and may be published on the TDC website.

**Equalities Officer Comments**

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**Equalities Officer Authorisation**

**Name:**

**Date:**

**CMT Member Authorisation**

**Name:**

**Date:**