

## **Colchester Borough Council**

### **Equality Impact Assessment Form - A Analysis of the Effects on Equality**

#### **Section 1: screening stage**

Name of policy, service or strategy to be assessed:

- Adaptations Policy

1. What is the main purpose of the policy, service or strategy?

- To set out the criteria by which Colchester Borough Council will assess requests for adaptations to its properties.

2. What main areas or activities does it cover?

- The provision of adaptations to tenants of Colchester Borough Council.

3. Who are the main audience, users or customers who will be affected?

- Members of staff
- Current tenants
- Future tenants

4. What outcomes do you want to achieve from the policy, service or strategy?

- to assist tenants to remain in their home by adapting their home to aid independent living.
- Make best use of Council stock by ensuring that options to move are explored for tenants who require adaptations, but live in a property that is too big for their housing need.

- To ensure the future use of the Council's housing stock by ensuring that adaptations will not affect the efficient letting of properties once the current tenant moves out.

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- Colchester Borough Homes

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'<sup>1</sup> to:

- (a) Eliminate unlawful discrimination, harassment and victimisation? **Yes**  
 (b) Advance equality of opportunity between people who share a 'protected characteristic'<sup>2</sup> and those who do not? **Yes**  
 (c) Foster good relations between people who share a protected characteristic and those who do not? **Yes**

If you have answered 'no', please give details of the reasons for this decision:

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?

<sup>1</sup> these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

<sup>2</sup> The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)	Many older tenants require adaptations to their homes to enable them to live independently. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Many older tenants require adaptations to their homes to enable them to live independently. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable older people to continue to live in their homes and ensure communities include a mix of age groups.
	Younger people (17-25) and children (0-16)	Younger people and children may require adaptations to their homes to enable them to live independently or with their families. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable younger people to continue to live in their homes. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable younger people to continue to live in their homes and ensure communities include a mix of age groups.
Disability	Physical	Many tenants with disabilities require adaptations to their homes to enable them to live independently. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with physical disabilities to continue to live in their homes. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with disabilities to continue to live in their homes and ensure communities include a mixed population..

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Sensory	Many tenants with disabilities require adaptations to their homes to enable them to live independently. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with sensory disabilities to continue to live in their homes. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with disabilities to continue to live in their homes and ensure communities include a mixed population..
	Learning	Many tenants with disabilities require adaptations to their homes to enable them to live independently. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with learning disabilities to continue to live in their homes. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with disabilities to continue to live in their homes and ensure communities include a mixed population..
	Mental health issues	Many tenants with mental health issues require adaptations to their homes to enable them to live independently. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with mental health issues to continue to live in their homes. Provision of these adaptations will ensure that tenants are not constrained in their choice of home.	Providing adaptations will enable people with mental health issues to continue to live in their homes and ensure communities include a mixed population..
	Other – <i>please specify</i>	None identified	None identified	None identified

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Ethnicity <sup>3</sup>	White	None identified	None identified	None identified
	Black	None identified	None identified	None identified
	Chinese	None identified	None identified	None identified
	Mixed Ethnic Origin	None identified	None identified	None identified
	Gypsies/ Travellers	None identified	None identified	None identified
	Other – <i>please state</i>	None identified	None identified	None identified
Language	English not first language	None identified	None identified	None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	None identified	None identified	None identified
Religion or Belief	People with a religious belief (or none) <sup>4</sup>	None identified	None identified	None identified
Sex	Men	None identified	None identified	None identified

<sup>3</sup> Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British); African, Caribbean, Other Black (Black or Black British); White and Black African, White and Asian, White and Black Caribbean (Mixed); British, Irish; Other White (White); Chinese, Other (Other ethnic group).

<sup>4</sup> For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Women	None identified	None identified	None identified
	Transsexual / gender reassignment	None identified	None identified	None identified
Sexual Orientation	Lesbian, gay and bisexual	None identified	None identified	None identified
Marriage and Civil Partnership <sup>5</sup>	People who are single, married or in a civil partnership	None identified	None identified	None identified

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<sup>5</sup> Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality? Yes- see below

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as 'protected characteristics'). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	X	The provision of adaptations will enable independent living in their choice of home.	The tenant may be advised to move	In cases where the provision of an adaptation is not appropriate or will affect the future letting of the property, the tenant will be advised to move to other accommodation and the adaptation will not be carried out.
	Younger people (17-25) and children (0-16)	X	The provision of adaptations will enable independent living in their choice of home.	The tenant may be advised to move	In cases where the provision of an adaptation is not appropriate or will affect the future letting of the property, the tenant will be advised to move to other accommodation and the adaptation will not be carried out
Disability	Physical	X	The provision of adaptations will enable independent living in their choice of home.	The tenant may be advised to move	In cases where the provision of an adaptation is not appropriate or will affect the future letting of the property, the tenant will be advised to move to other accommodation and the adaptation will not be carried out

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Sensory	X	The provision of adaptations will enable independent living in their choice of home.	<p>The tenant may be advised to move</p> <p>The policy is provided in a written format.</p>	<p>In cases where the provision of an adaptation is not appropriate or will affect the future letting of the property, the tenant will be advised to move to other accommodation and the adaptation will not be carried out</p> <p>This group may be disadvantaged by the policy written in English</p>
	Learning	X	The provision of adaptations will enable independent living in their choice of home.	<p>The tenant may be advised to move</p> <p>The policy is provided in a written format.</p>	<p>In cases where the provision of an adaptation is not appropriate or will affect the future letting of the property, the tenant will be advised to move to other accommodation and the adaptation will not be carried out</p> <p>This group may be disadvantaged by the policy written in English</p>



'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Mental health issues	X	The provision of adaptations will enable independent living in their choice of home.	The tenant may be advised to move	In cases where the provision of an adaptation is not appropriate or will affect the future letting of the property, the tenant will be advised to move to other accommodation and the adaptation will not be carried out.
	Other – <i>please specify</i>		None identified	None identified	
Ethnicity	White		None identified	None identified	
	Black		None identified	None identified	
	Chinese		None identified	None identified	
	Mixed Ethnic Origin		None identified	None identified	
	Gypsies/ Travellers		None identified	None identified	
	Other – <i>please state</i>		None identified	None identified	
Language	English not first language		None identified	Policy is in English	This group may be disadvantaged by the policy written in English
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		None identified	None identified	
Religion or Belief	People with a religious belief (or none)		None identified	None identified	

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Sex	Men		None identified	None identified	
	Women		None identified	None identified	
	Transsexual / gender reassignment		None identified	None identified	
Sexual Orientation	Lesbian, gay and bisexual		None identified	None identified	
Marriage and Civil Partnership	People who are single, married or in a civil partnership		None identified	None identified	

9. Could the policy, service or strategy discriminate<sup>6</sup> against any 'protected characteristic', either directly or indirectly?

No

Put in about consultation with Fair Access to Colchester

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

The policy is in English which may negatively impact those whose first language is not English or who have a sensory disability. Policies are available in alternative formats upon request which can facilitate translation. The policy is available on the CBH website which supports Google Translate. The policy is available on the CBC website which supports alternative formats such as BrowseAloud.

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<sup>6</sup> Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

Some tenants may be turned down for an adaptation to their home if it is considered inappropriate or that the future letting of the property may be adversely impacted. However, this has to be balanced with the needs of all tenants and has been considered by Fair Access to Colchester and the Equality and Diversity workshop as an appropriate compromise.

## Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input checked="" type="checkbox"/>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form:

Geoff Beales, Housing Client Co-Ordinator~~Joanne Webb, ALMO Performance Project Manager~~

13. Date of completion:

November 2017~~April 2014~~