

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:

- Landlords Permission for Disabled Facility Grant Works.

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

- To set out the Council's approach to requests from Colchester Borough council tenants for permission for works to be carried out funded by a Disabled Facilities Grant
- To ensure that all applications are assessed consistently using criteria which are transparent
- To support and compliment the established Adaptations Policy.

2. What main areas or activities does it cover?

- A strategic approach to meet the housing needs of the community.
- A consistent approach with the flexibility to support the Adaptations policy.
- That the specific needs and requirements of vulnerable tenants are met.
- A strategic approach to monitoring the impact and effectiveness of the policy.
- The ability to respond quickly and effectively respond to enquiries.

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

- Members of staff
- Future tenants;
- Current tenants.

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

- To support and compliment the established Adaptations Policy. To ensure that the costs of adaptations to Council properties are born by the Council as a landlord, the initial principle is that adaptations should be funded through the HRA and requests for adaptations should be considered under the Council's Adaptations Policy.

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

- Colchester Borough Homes
- Universal Customer Contact Centre.

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

- (a) Eliminate unlawful discrimination, harassment and victimisation? **Yes**
- (b) Advance equality of opportunity between people who share a 'protected characteristic'² and those who do not? **Yes**
- (c) Foster good relations between people who share a protected characteristic and those who do not? **None identified**

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

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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':

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

² 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+)	The policy requires appropriate consideration of an individual's needs when considering requests for adaptations. Without this, individuals particularly those which fall under this 'protected characteristics' could find themselves being discriminated against as their housing needs might not be met.	The policy requires appropriate consideration of an individual's needs when considering requests for adaptations. Adaptations may further independence on a par with those people who do not share a protected characteristic. .	
	Younger people (17-25) and children (0-16)	As above		
Disability	Physical	as above	as above	
	Sensory	As above	As above	
	Learning	As above	As above	
	Mental health issues	As above	As above	
	Other – <i>please specify</i>			
Ethnicity ³	White			

³ 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).

'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'?
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			
Language	English not first language			
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	As above	As above	
Religion or Belief	People with a religious belief (or none) ⁴			
Sex	Men			
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		not applicable	not applicable

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁵ 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.

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+)	√	If there are exceptional circumstances why the tenant cannot meet the criteria for assistance through the Adaptations Policy then permission may be granted to carry out works. Without allowing for adaptations vulnerable individuals particularly those which fall under this 'protected characteristics' could find themselves being discriminated against as their housing needs might not be met.		
	Younger people (17-25) and children (0-16)		As above		
Disability	Physical	√	As above	√	
	Sensory		As above		
	Learning		As above		
	Mental health issues		As above		
	Other – please specify				
Ethnicity	White		As above		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Black		As above		
	Chinese		As above		
	Mixed Ethnic Origin		As above		
	Gypsies/ Travellers		As above		
	Other – <i>please state</i>				
Language	English not first language		As above		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		As above		
Religion or Belief	People with a religious belief (or none)		As above		
Sex	Men		As above		
	Women		As above		
	Transsexual / gender reassignment		As above		
Sexual Orientation	Lesbian, gay and bisexual		As above		
Marriage and Civil Partnership	People who are single, married or in a civil partnership		As above		

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

⁶ 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.

No

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

Note: Consultation on this policy and its potential impact took place with Colchester Borough Homes' Tenants and Leaseholder Consultative Committee in 2012. The service users felt that the Policy was clear and would have a positive impact for those with a 'protected characteristic'.

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

13. Date of completion:

June 2015