

## Appendix 2 - Equality Impact Assessment

<b>Directorate: Place and Development</b>	
<b>Service: Housing People Services</b>	
<b>Name of Officer/s completing assessment: Tony Turnbull</b>	
<b>Date of Assessment: 15<sup>th</sup> February 2021</b>	
<b>Name of service/function or policy being assessed: Housing Improvement Agency</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>HIA provides Disabled Facilities Grant (DFG) to private sector applicants, and aids and adaptations for council tenants and their families through HRA funding to enable adults and children to be able to live at home, and access all facilities within the home.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>HIA is the service area through which all applications are funnelled whether DFG or for council tenants. The work is carried out by various contractors including for council tenants delivery is undertaken by Osborne Property Services, the Council's partner repairs and maintenance contractor.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>The HIA service can touch on all protected characteristics, however, age and disability are primary characteristics.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The adaptations available include level access showers, which enable people with mobility difficulties to wash and shower with minimal risk of trip or getting stuck in a bath; hand grips in bathrooms, wcs and at front doors to help steady and give support; stairlifts to enable people to be able to safely go up and down stairs independently minimising the risk of falling; through floor lifts to assist wheel bound people to be able to go and up and down in their houses safely and to live a safe life; kitchen adaptations which allow a wheelchair bound person to be able to cook and look after themselves independently; widening of doors to enable free access of wheelchairs; extensions in exceptional circumstances often to enable a family member to be able to live independently in a safe environment; handrails for stability and safety, especially going in and out of properties from the street, sometimes to help going up a few steps.</p>

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>The main negatives are around whether there is sufficient funding and how long it can take for the work to be carried out. Some properties do not lend themselves to be adapted, which leads for council tenants to apply to move, or for private sector applicamnts a need to consider a move of property.</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>There is no up to date specific information. However, with an independent report by Foundations, which is the National Body for Home Improvement Agencies in England, looking at the Slough service and providing a range of recommendations, these will provide an improved service.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No groups have been engaged, however, Foundations consulted a range of staff within Slough BC, to get their views on the service and what improvements.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>No formal consideration, has been given. However, a good quality HIA service can expect to be well received, as it will meet a number of individual community neds.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>It is expected that the implementation of the Foundations recommendations will lead to improvements in the service, and with it being relocated to Adult Social Care, provide increased supervision improved performance.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>ASC will implement Foundations recommendations, which will include their monitoring along with any organisational changes.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	✓
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Transfer of the HIA from HPS to ASC	Children and adults where there is a need for adaptations.	Senior Manager ASC	Transition across to ASC, implementation of new arrangements with RMI Contract Team and embedding current service.	To be determined	1st April 2021 or other date determined for transformation go live.	Discussions with ASC and RMI Contract Team.

**Name: ...Tony Turnbull.....(Person completing the EIA)**

**Name: As above**

**Signed: ..... Tony Turnbull .....( Policy Lead if not same as above)**

**Date: 15<sup>th</sup> February 2021**