

Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:		Gedling Borough Council – Private Sector Housing Grants and Assistance Policy 2023		
The main objective of the (please insert the name of accessed document stated above) and who it is intended to benefit from it:		<ul style="list-style-type: none"> To outline the eligibility criteria and process involved for mandatory and discretionary Disabled Facilities Grants and discretionary Housing Assistance Warm Homes on Prescription Grants To provide technical and financial assistance for vulnerable clients to repair and adapt their homes 		
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> External (e.g. stakeholders, residents, local businesses etc.) Internal (staff) 				
Please use only 'Yes' where applicable		Negative	Positive	Neutral
Gender	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.
Gender Reassignment	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.

Please use only 'Yes' where applicable	Negative	Positive	Neutral	
<u>Age</u>	External	Children under 18 in full time education will no longer qualify automatically for Housing Assistance unless the family have a household income under £30,000. This is so as to target the limited funding to lower income households in line with other Nottinghamshire district councils.	Yes – older people, and families with children will benefit from being eligible for the grants.	
<u>Disability</u>	External		Yes the policy specifically targets grant assistance for disabled residents	YES – neutral impact, neither positive or negative.
	internal		Yes – if staff with disabilities live within the borough they could be eligible for grant assistance in accordance with the policy.	
<u>Race & Ethnicity</u>	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.

Please use only 'Yes' where applicable	Negative	Positive	Neutral
--	-----------------	-----------------	----------------

Sexual Orientation	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.
Religion or Belief (or no Belief)	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.

Pregnancy & Maternity	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.) Please state the group/s: _____ _____	External	N/A	N/A	N/A
	Internal	N/A	N/A	N/A

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Comment; The policy will benefit some disabled/older and younger residents who are eligible for assistance however the volume which benefit each years are relatively low in overall population terms and so not considered a disproportionate impact.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	Comment; the positive impacts on service users who benefit from the grant assistance are deliberately intended so as to address inequalities.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	Comment; there is no clear data set available to fully assess future service needs. The current Government policy is to increase incrementally the Better Care Fund so as to support more households increasing in age and with disabilities.

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
To review the implementation of the policy to ensure it remains current	Within 3-4 years	Service user feedback and customer satisfaction	Food, Health and Housing Manager

Authorisation and Review

Completing Officer	Sam Palmer
Authorising Director	Mike Hill
Date	27th March 2023
Review date (if applicable)	