



EQUALITY IMPACT NEEDS ASSESSMENT

Policy/Service/Procedure to be assessed	Gedling Borough Council – Private Sector Housing Grants Assistance Policy from 2015
Assessment completed by:	Samuel Palmer, Food, Health and Housing Manager
Aims/objectives of the Policy/Service/Procedure <ul style="list-style-type: none">• To outline the eligibility criteria involved for discretionary Housing Assistance and mandatory Disabled Facilities Grants. The Disabled Facilities Grants section of the policy remains unchanged from the previous policy. The Housing Assistance Policy has been amended to enable the pilot ‘Warm Homes on Prescription’ scheme to operate.• To provide technical and financial assistance for vulnerable clients to repair and adapt their homes.	
Who are the customers and stakeholders of this service? <p>Eligible residents living in the Borough Local contractors Councillors Partner organisations such as Nottinghamshire County Council, Clinical Commissioning Group, GP Practices, Nottinghamshire Fire and Rescue.</p>	

Detail below what information you already have about the impact this policy/service/procedure has on the following groups including results from consultation, complaints, census:	
Black and minority ethnic people	The 2011 Census data states that in Gedling 7.2% of the population identify themselves as Black or Minority Ethnic group, this equates to 7887 people. However we have not specifically recorded the use of the service from BME groups.
Men/women and trans	The State of Gedling Borough Report (2008) identified a balanced population comprising of 51% females and 49% males.
Disabled people	105 Disabled Facilities Grants were awarded in 2014/15, and one Housing Assistance grant was awarded to a Disabled Facilities Grant recipient.
Gay/Lesbian/bisexual People	No data has been recorded.
People from different faiths	The 2011 Census data shows that 57.1% of the population are Christian, 31.7.% of no religious belief and 1.4% are Muslim, with 7.1% following a not stated religion
People of different ages	<p>The State of Gedling Borough Report (2008) identified that during 2001-6 Gedling had a growing population of residents who were 45 years of age or older. The age of the clients in receipt of Disabled Facilities Grants has been recorded and extends over a range of ages, however the majority of clients are aged over 60.</p> <p>The Housing Assistance grant recipients will need to be aged over 18 to apply but households with children who are eligible for the 'Warm Homes on Prescription' scheme will be able to apply, there is no data available as this is a new pilot scheme.</p>

How will this policy/service/procedure impact on the following groups:		
	Positive impact	Negative impact
Different racial groups	Not specifically impacted, ethnicity is not a determining factor for this policy. Clients for DFG will be referred by an Occupational Therapist and from a GP for the Housing Assistance grant if they suffer from acute asthma. Therefore clients covered by this policy will either be disabled or suffer with acute asthma and not defined by their race.	None.
Men/women and trans	Both men and women are service users for this policy, it is not anticipated that access to this service is more available to one gender than the other.	None.
Disabled people	<p>Disabled people have accessed Disabled Facilities Grants for a number of years and referral pathways are well established.</p> <p>GPs will refer clients for the Housing Assistance pilot and disabled clients will be able to meet the eligibility criteria and access the service. It is not envisaged that this group will specifically benefit.</p>	<p>The Disabled Facilities Grant section of the policy remains unchanged.</p> <p>The revision to the Housing Assistance policy has removed the provision to award grant assistance for works associated with a DFG that were not DFG eligible, only two of these grants have been awarded in the past 4 years, and discussions through the Nottinghamshire DFG consistency group indicate these type of measures have been completed through DFGs in other districts. The revised 2015 policy leaves the provision that approval can be sought from the Portfolio Holder to approve grant assistance outside the Housing Assistance policy which now only covers the Warm Homes on Prescription</p>

		Pilot. Therefore there is unlikely to be a negative impact from this policy on disabled people.
Gay/Lesbian/bi-sexual people	Not specifically impacted.	Not specifically impacted.
People from different faiths	Not specifically impacted.	Not specifically impacted.
People of different ages	DFGs are awarded to more service users aged 60 or over than younger service users – this is due to the nature of older people developing disabilities with age and not due to older people being specifically targeted. It is not envisaged the Housing Assistance policy will specifically impact this group.	Not specifically impacted.
This policy change will enable a pilot program to operate which will particularly benefit those on low income, with poor health and living in homes in disrepair, which are likely to exist across a 6 of the above groups.		
What changes could be made to the policy/service/procedure to address any negative impacts?		
It is not envisaged that there will be any negative impacts associated with this policy.		

What monitoring will be carried out to ensure this policy/service/procedure meets diverse needs

No further monitoring is proposed through the DFG element of the policy.

The Housing Assistance element will be monitored and evaluated through the 'Warm Homes on Prescription' pilot, discussions are ongoing with the Clinical Commissioning Group to access support for thorough evaluation which will primarily be focussed on the health benefits but will also cover equalities.

What actions will be included in your service plan arising from this assessment?

Action	Outcome	Date?	Who?

Are you satisfied that all aspects of this policy/service/procedure have been thoroughly assessed for all the strands of diversity and that no further investigation is required? Y/N

If no then a fuller impact assessment is required.

Signed... (manager)

Signed...  ..(Corporate Equality Representative)