

Equality Impact Assessment Form



DISABLED FACILITIES GRANTS POLICY

Brief details of the subject: As the Local Housing Authority the Council has a statutory duty to provide Disabled Facilities Grants (DFGs) to eligible households within the District. DFGs provide funding to enable adaptations, and other related works, to be made to the homes of households with a disabled person(s). The DFG Policy provides the framework for undertaking this. The expected outcome of this EIA is that the Policy will not discriminate against any of the groups listed in step 2

List main stakeholders: households with a disabled person(s) and Cumbria County Council (occupational therapists).

Consultation/ engagement undertaken: Consultation regarding the proposed changes to the Policy has been undertaken with key stakeholders including Eden District Council, Barrow Borough Council, Occupational Therapists at Cumbria County Council and the NHS and the Housing Provision Advisory Group (8.12.21).

Evidence, research and other sources of information used: Foundations Peer Review, Internal Audit 2021.

Impacts on people

What impacts/issues have been identified about how the proposal impacts on people?

Each category is rated either: Positive, Neutral or Negative

Age: Type rating (e.g. Positive) for categories below

Over-type with details for age rating Positive – it is expected that the Policy will have a positive impact on age as it caters for disability in all ages.

Disability:

Over-type with details for disability rating Positive – it is expected that the Policy will have a positive impact on disability as more people with disabilities will be able to access works to improve access in and around their homes, thereby improving their quality of life.

Gender reassignment:

Over-type with details for gender reassignment rating Neutral

Marriage and civil partnership:

Over-type with details for marriage and civil partnership rating Neutral

Pregnancy and maternity:

Over-type with details for pregnancy and maternity rating Neutral

Race/ethnicity:

Over type with details for race/ethnicity rating Neutral

Religion or belief:

Over-type with details for religion or belief rating Neutral

Sex/gender:

Over type with details for sex/gender rating Neutral

Sexual orientation:

Over-type with details for sexual orientation rating Neutral

Armed forces families:

Over-type with details for armed forces family rating Neutral

Rurality:

Over-type with details for rurality rating Positive – it is expected that the Policy will have a positive impact on rurality as the DFGs can be carried out across the whole district and are not restricted to any specific area.

Socio-economic disadvantage:

Over-type with details for socio-economic disadvantage rating Positive – it is expected that this Policy will have a positive impact on socio-economic disadvantage as more individuals with disability will be able to access DFGs to improve access in and around their home through the change to the means test.

Equality action plan

What actions will be taken to eliminate or minimise the negative impacts identified above?

Actions	Who's responsible	Completed (Date)
Review the DFG Policy and EIA to ensure that this continues to have a positive impact on age, disability, social-economic disadvantage and rurality.	Senior Specialist Housing Standards	13.6.22

What actions will be taken to advance equality?

Actions	Who's responsible	Completed (Date)
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Actions	Who's responsible	Completed (Date)
Review the DFG Policy and EIA to ensure that this continues to have a positive impact on age, disability, social-economic disadvantage and rurality.	Senior Specialist Housing Standards	31.12.23

What actions will be taken to foster positive relations between people who share a protected characteristic and those who do not?

Actions	Who's responsible	Completed (Date)
Review the DFG Policy and EIA to ensure that this continues to have a positive impact on age, disability, social-economic disadvantage and rurality.	Senior Specialist Housing Standards	31.12.23

Report details

Date of report: 13.6.22

EIA Author(s): Julie Jackson, Principal Specialist People

Director: Customer and Commercial Services

Document version number: 1

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EIA forwarded to Strategy Specialist: yes.

Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Armed Forces Families: Those who have served or who are serving in the Armed Forces and their families.

Civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups including. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: “Religion” means any religion, including a reference to a lack of religion. “Belief” includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

Rurality: South Lakeland is defined as ‘Rural-80’ – this means we have at least 80 percent of our population in rural settlements and larger market towns. Issues affecting the health and wellbeing of rural communities include: low-paid work, unemployment of young people, high costs of housing and fuel poverty, poor access to health services, lack of public transport and poorer broadband and mobile phone network availability. Social isolation is also an issue especially among older people – in South Lakeland 27.7% of the population are aged over 65. The ageing rural population brings a number of challenges. These include the fact that older people often have poorer health and greater care needs, issues compounded by the greater distances to healthcare services and poor public transport. South Lakeland (2015) features most poorly in deprivation indices in “Barriers to Housing and Services Domain” (which relate to the physical proximity of local services, and issues relating to access to housing, such as affordability) and the “Living Environment Deprivation Domain” (The 'indoors' living environment measures the quality of housing; while the 'outdoors' living environment contains measures of air quality and road traffic accidents).

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Socio-economic disadvantage: This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. SLDC must adopt effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. Socio-economic disadvantage includes: Income, employment, health, education, housing, discrimination and local concentrations of deprivation.