

Full Equality Impact Analysis



Title of review	Housing Assistance Policy Deals with mandatory DFGs and discretionary assistance to be awarded under the Regulatory Reform Order
Service	Thanet District Council , Housing and Planning
Date of review	May 2019
Date of next review	May 2020
Lead officer, Job Title and Service	Amena Matin, Housing Strategy and Projects Manager, Thanet District Council
Review team	
Scope of the analysis	TDC Housing Assistance Policy governing the award of financial assistance to householders, for the adaptation, repair and improvement of their homes.
Beneficiaries	Householders in Thanet District Council's area with the exception of council tenants for whom a separate aids and adaptations programme has been set up.
Stakeholders	Stakeholders to include <ul style="list-style-type: none"> - Applicants for grants - Grants staff - Thanet District Council - Thanet Home Improvement Agency
Relevant data and research	KCC have identified a need for a more streamlined service in East Kent and this can be facilitated by adopting a common Housing Assistance Policy in all the council areas, enabling householders in East Kent to receive similar assistance no matter which council's area they live in. This Policy is deliberately similar to other East Kent councils' Policies.
Access complaints	Complaints have been made about the exclusion of council tenants from the grants programme. In mitigation, this Council (and most other stock-holding Councils) have set up an aids and adaptations programme specifically for

	<p>their own tenants to adapt the homes of disabled tenants without any means-testing. Financial regulations prohibit the council from using its Disabled Facilities Grant budget for any work on the council's own housing stock so the aids and adaptations programme is separately funded. As a consequence Council tenants have access to an adaptations programme which is free of charge, largely stress-free and without financial risk to themselves.</p>	
Consultation	<p>Consultation has taken place within TDC with the Grants Officer.</p>	
Results of consultation	<p>Amendments were made to ensure the resulting workload is manageable.</p>	
<p>Relevance to the Duty:</p>		
<p>1. Eliminate unlawful discrimination – harassment, victimisation and any other conduct prohibited by the Act;</p> <p>The Housing Assistance Policy does not harass, victimise or condone any other conduct prohibited by the act.</p>		
<p>2. Advance equality of opportunity – between people who share a protected characteristic and people who do not share it by;</p> <p>The policy promotes equality by facilitating adaptations to the homes of people with disabilities in order that they may have full use of the premises and the facilities within the dwelling.</p>		
<p>3. Foster good relations – between people who share a protected characteristic and people who do not share it, by; tackling prejudice and promoting understanding between people with a protected characteristic and others.</p> <p>The Policy allows for individuals to be supported to remain in their home and without recourse to leave the communities, that often many have lived in for years. This enables the resident to continue to live independently and integrated within the district.</p>		
<p>Equality impacts raised or identified:</p> <p>The proposal to adopt a new Housing Assistance Policy does not have a positive or negative effect on staff or external customers.</p>		
Protected Characteristic	Commentary	
Age	Impact	The proposal to adopt a new Housing Assistance Policy does not discriminate between ages of applicants.
	Mitigation	None needed
Gender	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant of gender.
	Mitigation	None needed

Race	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant of race.	
	Mitigation	None needed	
Disability	Impact	This proposal to adopt a new Housing Assistance Policy has a positive impact on customers with a disability as the new Policy addresses shortcomings in the scope of the old Policy.	
	Mitigation	None Needed	
Religion or belief	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant to religious beliefs.	
	Mitigation	None needed	
Gender reassignment	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant of gender reassignment.	
	Mitigation	None needed	
Sexual Orientation	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant of sexual orientation.	
	Mitigation	None needed	
Marriage & Civil Partnership (Aim 1 only)	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant of marriage and civil partnership.	
	Mitigation	None needed	
Pregnancy & Maternity (Aim 1 only)	Impact	This proposal to adopt a new Housing Assistance Policy will have a positive outcome irrelevant of pregnancy and maternity	
	Mitigation	None needed	
<p>Overall conclusions and options to be put before decision maker (if contributing towards a report) or to take forward to develop your service (if reviewing a service)</p> <p>The Equalities Impact Assessment has been undertaken to ensure that the proposal to adopt a new Housing Assistance Policy does not have a negative impact on its existing residents, tenants and future customers. The proposal will not have a negative impact on any groups with protected characteristics.</p>			
Actions arising from analysis:			
Action		Responsible Officer	Deadline
To undertake equality impact assessments throughout the grant application procedures, to ensure there is not a negative impact to existing residents.		Steve King	May 2020

Acceptance

Name and signature of assessing officer and date of assessment.

Name: Steve King,

Position: Grants Officer

Signed:

Date: May 2019