



Thanet District Council (TDC) Equality Impact Assessment

Step one: test for relevance

1 Person responsible for this assessment

| | | | |
|---------------|----------------------------|---------------------|------------|
| Name: | Ashley Jackson | | |
| Job title: | Head of Housing & Planning | | |
| Phone: | 01843 577280 | | |
| Service area: | Housing and Planning | Date of assessment: | 13.11.2024 |

2 Others involved in carrying out the analysis

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| Name: | Mark James (Strategic Housing Manager) |
| Name: | Dominic Westhoff (Housing Strategy Officer) |
| Name: | |

3. Description of strategy, policy, service, project, activity or decision

| | |
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| Title: | <p>Thanet District Council: Housing Assistance and Disabled Adaptations Policy</p> <p>The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 enables local authorities (LAs) to provide discretionary assistance to households living in their area for the purpose of improving living conditions. This can be for carrying-out repairs, improvements or adaptations. In order to make use of these powers, the Council has to publish a Housing Assistance Policy. This document describes the council's 2025 Housing Assistance Policy. It replaces the Housing Assistance and Disabled Adaptations Policy adopted in July 2019.</p> |
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|-----------------------|-----|-------------------------------------|----|-------------------------------------|
| Is it new? | Yes | <input type="checkbox"/> | No | <input checked="" type="checkbox"/> |
| A review of existing? | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |

3.1 Aims and objectives

Consider: **what** you are doing? **why** you are doing it? **who** will benefit?

This policy aims to set out the support and assistance available to local households. Outlining who can qualify and what assistance and grants are available and the terms and conditions of the support streams.

The main focus of our discretionary Housing Assistance is towards:

- Schemes to improve the health and independence of persons with disabilities, the elderly and those with long term health conditions,
- To enable more effective use of the mandatory Disabled Facilities Grant,
- To facilitate hospital discharge and reduce “bed blocking”,
- To reduce fuel poverty and improve energy efficiency in peoples’ homes,
- To encourage people to bring empty homes back into use.

3.2 What outcomes are expected? Who is expected to benefit?

The purpose of this policy and the outcomes expected are to:

- Provide key information to the policy’s audience.
- Set out the council’s duties to Thanet householders under legislation.
- Demonstrate our commitment to improving householder living conditions as balanced with the council’s capital funding position and in discretionary terms.

Those Thanet residents eligible for grants and assistance are expected to benefit.

4 Who is affected?

4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect? For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, wider community, others.

This policy applies to:

- Thanet residents
- Council officers
- Councillors
- Contractors including building companies and associated organisations
- Other stakeholders with an involvement or interest in this areas

4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

This policy will apply to several groups of individuals who experience inequalities. This includes disabled people and those on lower incomes or living in poverty.

5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

Eliminate unlawful discrimination (including harassment, victimisation and other prohibited conduct)

The Thanet District Council Housing Assistance Policy is not unlawfully discriminatory.

Advance equality of opportunity (between people who share a protected characteristic and people who do not share it)

The policy intends to support and provide transparency for Thanet residents about entitlements to housing assistance grants and supports as outlined in national legislation. The policy aims to advance equality of opportunity to groups with a protected characteristic which as disabled people.

Foster good relations (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

The Housing Assistance Policy is inclusive and aims to foster good relations with those within the protected characteristics classifications, for instance by providing grants and assistance to Thanet residents to improve their living conditions.

6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.

| Questions | Yes | No |
|---|-----|----|
| 1. Are there any particular groups who may have trouble accessing the 'service'? | * | |
| Comments: The grants and support outlined in the policy are only available to eligible groups, with clear criteria on eligibility. Those ineligible will not be able to access the support. | | |

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| 2. Does your information suggest that some groups of people are less satisfied than others with this 'service'? | | * |
| Comments: | | |
| 3. Will this service have a significant impact on any of our residents? | * | |
| Comments: The policy will have a significant impact on those who are eligible for extra assistance and support, with the aim to improve their living conditions. | | |
| 4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service? | | * |
| Comments: No discrimination, harassment or victimisation will occur because of this. | | |
| 5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else? | | * |
| Comments: No, this will not hinder communication or negatively impact relations. | | |
| 6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs? | | * |
| Comments: | | |
| 7. Does consultation need to be carried out? | * | |
| Comments: A consultation will take place with stakeholders in the New Year to ensure that the policy meets with the needs of those service users who will rely on it. | | |

In order to assess the priority of your 'service' please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

| Priority | Number of questions answered 'yes' | Rating | Action |
|----------|------------------------------------|--------|--------|
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| High | 3 or more | 3 | Continue to section 2 |
| Medium | 1 to 2 | | Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required). |
| Low | 0 | | Test for relevance complete. |

If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.

Step two: full equality impact assessment

1 Could the strategy, policy, service, project, activity or decision have a **negative, positive or neutral** effect on groups or individuals?

Consider:

What you are doing?

Why you are doing it?

How you are doing it?

Who can access the service easily and who may not be able to access the service and **why?**

The full analysis explores ways to reduce or eliminate barriers and/or negative impacts.

| Protected characteristics | N e g a t i v e | P o s i t i v e | N e u t r a l | <p align="center">Evidence/Reasoning</p> <p align="center">(Consider any barriers which will have negative impact and/or good practices giving positive impact)</p> |
|--|--------------------------------------|--------------------------------------|---------------------------------|---|
| <p>Age</p> <p>Consider:</p> <ul style="list-style-type: none"> • The way younger and older people access services may be different • Use of technology • Child care/care of other dependant • Timings/flexibility, such as work patterns • Transport arrangements • Venue location | | | | <p>Recommendations:</p> <p>Certain groups of children are at higher risk of living in poverty, including deaf and disabled children and those from single parent families. Those living in poverty are more likely to be in social or affordable housing or on the housing register. The housing assistance policy outlines the criteria for access to support and grants that may help many vulnerable groups within Thanet. This could benefit these households and help to reduce this inequality.</p> <p>Younger people</p> <p>Younger people are more likely to be unemployed than adults aged between 25 and 64 and are more likely to face higher housing costs, relative to income. The housing assistance policy outlines the criteria for access to support and grants that may help many vulnerable groups within Thanet.</p> |
| <p>Disability (Includes: physical, learning, sensory (deaf/blind), mental health)</p> <p>Consider:</p> <ul style="list-style-type: none"> • Communication methods • Accessibility – venue, location, transport | | | | <p>Recommendations:</p> <p>Households containing people with disabilities are more likely to experience poverty and other challenges with their household. The policy outlines the details of the Mandatory Disabled Facilities Grants which will help with adaptations of an individual's home. This could benefit these households and help to reduce this inequality.</p> |

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| <ul style="list-style-type: none"> • Range of support needed to participate • Hearing Loops/Interpreters • Disability awareness training for employees | | | |
| <p>Race (Includes; gypsy, travelling, refugee and migrant communities)</p> <p>Consider:</p> <ul style="list-style-type: none"> • The size of the BME communities that your service/project affects. • Language(s) spoken/understood. • Culture, such as hygiene, clothing, physical activities, mixed gender activities. • What access support can you offer? | | | <p>Recommendations:</p> <p>Black, Asian and minority ethnic (BAME) groups are more likely to experience poverty, are less likely to own their own home and are disproportionately affected by overcrowding. The housing assistance policy outlines the criteria for access to support and grants that may help many vulnerable groups within Thanet. This could benefit these households and help to reduce this inequality.</p> |
| <p>Religion, faith or belief</p> <p>Consider:</p> <ul style="list-style-type: none"> • The diversity within the communities that your service/project affect • Prayer times, meal times, food (some religions do not eat meat), cultural habit or belief, religious holidays such as Ramadan • Awareness training for employees | | | <p>Recommendations:</p> <p>The limited availability of data on the extent to which those who hold a particular religion or belief (including no religion or belief) are subject to particular housing problems, makes it difficult to reliably identify potential impacts.</p> |
| <p>Pregnancy and maternity</p> <p>Consider:</p> <ul style="list-style-type: none"> • Flexible hours of the service/project • Is there access to private area for breastfeeding mothers? | | | <p>Recommendations:</p> <p>The limited availability of specific data on this group makes it hard to identify impacts, beyond those that affect households including children.</p> |
| <p>Gender</p> <p>Consider:</p> <ul style="list-style-type: none"> • The impact on men and women • Child care/care of other dependant | | | <p>Recommendations:</p> <p>Women are more likely to be economically inactive, low paid, and/or subject to the poverty that affects single parent families. Female-headed households are also more vulnerable to statutory homelessness. The housing assistance policy outlines the criteria for</p> |

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| <ul style="list-style-type: none"> Mixed/single gender groups/activities Timing of services/projects | | | <p>access to support and grants that may help many vulnerable groups within Thanet. This could benefit these households and help to reduce this inequality.</p> |
| <p>Sexual orientation (Includes: lesbian, gay, bisexual)</p> <p>Consider:</p> <ul style="list-style-type: none"> LGB people should feel safe to disclose their sexual orientation without fear of prejudice Make it clear you recognised civil marriage and partnerships Awareness training for employees | | | <p>Recommendations:</p> <p>There is an absence of data on the extent to which those who identify as LGBTQ+ experience difficulties covering housing costs or occupy particular types of housing. There is evidence that those who are LGBTQ+ may experience discrimination when seeking to rent or buy a home. Younger LGBTQ+ people are also more vulnerable to homelessness. There is also evidence of demand from older LGBTQ+ people for specialist provision care and retirement housing. The housing assistance policy outlines the criteria for access to support and grants that may help many vulnerable groups within Thanet. This could benefit these households and help to reduce this inequality.</p> |
| <p>Transgender</p> <p>Consider:</p> <ul style="list-style-type: none"> Trans people should be able to disclose their gender identity without fear of prejudice Making it clear you have a Trans policy and process Awareness training for employees | | | <p>Recommendations:</p> <p>The limited availability of specific data on this group makes it hard to identify impacts,</p> |
| <p>Marriage and civil marriage/partnership</p> <p>Consider:</p> <ul style="list-style-type: none"> All couples or partners, regardless of gender, should be able to access services | | | <p>Recommendations:</p> <p>The limited availability of data on the extent to which those who married or in a civil partnership are subject to particular housing problems, makes it difficult to reliably identify potential impacts.</p> |

| Outsourced services | |
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| <p>If your policy/process is partly or wholly provided by external organisations/agencies (such as Civica or Capita), please list any arrangements you plan to ensure that they promote equality and diversity. Include this in your improvement plan</p> | <p>N/A</p> |
| Relations between different equality groups | |

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| Does your assessment show that a strategy, policy or process may amount to potential adverse impact between different equality groups? If yes please explain how the improvement plan is going to tackle this issue | No |
| Consultation responses | |
| Summary of replies from individuals and stakeholders consulted including any previous complaints on equality and diversity issues about the strategy, policy or process | N/A |

| Summary of recommendations | | |
|--|----------------------------------|---------------|
| Actions | By Who | By When |
| Work with communications to ensure effective management of clear messages. | Housing Strategy & Projects Team | November 2024 |

Declaration

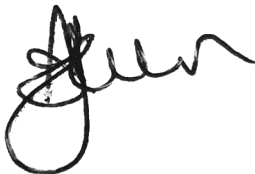
I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

I confirm that a full Equality Impact Assessment has been completed.

Yes No

| | |
|---|--------|
| Signature of Head of Service: | Date: |
|  | X 2024 |

Recommendations agreed:

Yes

No

Signed:
(Director):

EIA date: