

Equality Impact Assessment (EIA) Form - PUBLIC

NAME OF COUNCIL	High Peak Borough Council
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This assessment may be public and published on the council website. Please ensure that any group who has been consulted to provide the information within this form has been given sufficient feedback. Information within this assessment should provide the equality implications in any relevant report and be available for members prior to any decisions in relation to the content of this assessment.

SECTION 1: Initial Screening

Name of policy ¹ or function ² being assessed	Policy / Function Status		
Disabled Adaptations Policy	New	Revised	Existing
Responsible Service Area	Date Form Completed		
Assets	18/04/2024		
Lead Officer for this Assessment	Contact Number		
Matthew Trewartha	07581 063561		

Is there likely to be an impact on:

	Yes	No	Possibly
the availability, eligibility, quality or cost of a service to individuals, households, communities or specific groups of people	x		
the quality of life of individuals, households, communities or specific groups of people	x		
the opportunities for individuals, households, communities or specific groups of people to improve their lives in some specific way	x		

If yes/possibly to any of the above questions then please complete section 2.

If No to all the above questions, please provide a brief explanation of why no further consideration is required with regard to the Council's equality duties.

SECTION 2:

2.1: Identifying the aims of the policy or function

Summarise: the main aims, objectives and/or purpose and scope of the policy, practice, service or function.

High Peak Borough Council is committed to the delivery of aids and adaptations where they are necessary to enable customers, or members of their household, to enjoy a better quality of life in a physical and psychological environment.

To assist Tenants to live independently, whilst making the best use of High Peak Borough Assets.

The policy applies to customers, or associated family members living in High Peak Borough Council homes.

The policy is aligned to The Alliance core values of providing healthier, safer environments whilst achieving value for money.

Guiding Principles

We will endeavour to...

- Provide clear information relating to our aids and adaptations process which is available to customers, their relatives, carers.
- Process and install reasonable requests for minor aids and adaptations within published timescales.
- Support and facilitate our customers in line with Occupational Therapist (OT) recommendations.
- Manage and allocate existing adapted properties efficiently to ensure that the impact on customers of the adaptations process is kept to a minimum.

Who is/are the intended customer or beneficiary of this policy or function?

The aids and adaptations service is provided as an inclusive and individualised service open for all tenants and permanent members of the household. The service is provided with the aim of positively advancing equality of opportunity.

This service ensures that disabled people are able to maximise their independence and supports family life. We will endeavour to work with our tenants and their families, carers or partners.

High Peak Borough Council will treat all customers of the aids and adaptations service fairly and with respect.

The Policy will also provide a reference point for Occupational Therapists and contractors.

2.2: Evidence of Impact

What evidence or data is being used to inform the Council's understanding of the impact of the decision about this policy or function on equality target groups? (Please list and note where the evidence/data is held.)

Note: Evidence from consultation/engagement is particularly powerful. Please refer to the guidance available on the intranet.

All relevant Legislation has been applied to the Policy. A review of budget spent on Aids and Adaptations has taken place; for example 13 Percent of current assets have a wet room installed.

Are there gaps/weaknesses in the available evidence/data which limit our understanding of the impact?

No

Detail:

If yes: How significant are these gaps?

Not Significant – can proceed to decision

Justification:

Significant but can proceed to decision

Justification & action to be taken:

Significant and requires further investigation prior to a decision being made.

Summarise the plan of action:

2.3: Assessment of impact

Taking into account all the evidence available to you indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular protected characteristic: i.e. it could cause some disadvantage. Potential discrimination may be direct - i.e. treating someone less favourably because of certain attributes of who they are or indirect i.e. when the proposed practice, policy or procedure may have the effect of disadvantaging people who share certain protected characteristics. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

Protected Characteristic	Negative Impact	Positive Impact	Neutral Impact	Explain impact & state what action can be taken (either to mitigate negative impacts or enhance positive impacts) .
Age				
Disability		x		The Policy sets out qualifying criteria and service standards.
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				
Race				
Religion or Belief				
Sex				
Sexual Orientation				

Armed Forces Covenant

The Armed Forces Covenant is a promise that together we acknowledge and understand that those who serve or have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives. Its two principles are that, recognising the unique obligations of, and sacrifices made by, the Armed Forces:

- Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services.
- Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

Both Councils have signed up to the Armed Forces Covenant and although this is not classed as a protected group it has been agreed that any impact on this group will be considered when completing an Equality Impact Assessment. In line with [statutory guidance](#) particular consideration should be given to areas such as housing and disabled facilities grants delivered by each council.

Negative Impact	Positive Impact	Neutral Impact	Explain impact & state what action can be taken (either to mitigate negative impacts or enhance positive impacts).
	X		It is likely that those being discharged from HM Forces may through their service have a medical need which requires an adaptation for this to be met

If an adverse negative impact has been identified that cannot be fully mitigated, can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? i.e. is it a proportionate response to achieve a legitimate and justified aim.

Please explain.

- *Consider is the response proportionate/balanced*
- *Seek legal advice to cross check*
- *Refer to guidance to support your answer*

If there is potential for significant negative impacts on groups with protected characteristics which either cannot be mitigated or where there is uncertainty about the efficacy of measures, consideration should be given to consultation/engagement (or specific consultation and engagement) with those groups of people who may/will be impacted. Please refer to the separate guidance. If further consultation takes place then the Assessment of Impact above (2.3) should be revised taking into account any additional evidence.

Is further information or consultation required to complete this assessment? No

2.4 Conclusion

To Approve the Policy so that Tenants living in High Peak BC homes understand the qualifying criteria for the Adaptations Process and the service standards.

Signed (lead officer):

Date:
