

Harborough District Council Initial Equality Impact Assessment

Section/Department	Health & Enforcement Services	Persons undertaking the assessment (please also state name of contact officer)		Elaine Bird Ex 1130	
Name of policy or function to be assessed	Provision of Home Improvement Agency	Date of assessment	8th February 2011	New or existing policy	Existing Service
1. Briefly describe the aims, objective or purpose of the policy, or service function.	<p>The overall aim of the service is to enable people to maintain independent living and remain in their own home in the community in safety and with dignity for as long as possible. The Home Improvement Agency, HIA, service will assist people through the repair, adaptation or improvement service.</p> <p>The service will ensure that people are also signposted to other appropriate services and as such will work closely with for example:</p> <ul style="list-style-type: none"> Ø the Councils Health & Enforcement Services Team Ø the Supporting People Ø Social Services Adaptation Teams Ø First Contact scheme <p>Mears Group established a Diversity Group in 2009 with representatives from across the Group. The Group was tasked with reviewing the companies equal opportunities policy and establishing an action plan for continual improvement in their approach to staff, customers and clients.</p> <p>They operate an on-going programme to improve staff awareness of the six diversity strands - age, disability, ethnicity, faith, gender and sexuality and ask them to support local projects which help build community cohesion.</p>				
2. Are there any associated objectives of the policy/function?	<p>Decent Homes To improve non-decent homes in the District and to increase the number of homes that meet the Decent Homes Standard.</p> <p>Affordable Warmth To reduce the number of fuel poor homes and to increase the level of energy efficiency in homes throughout the District.</p> <p>Independent Living To assist elderly and disabled people to live in their homes more independently.</p> <p>Housing that is Affordable and free from Hazards</p>				

	To provide assistance to good landlords to ensure private rented accommodation is at a good standard to encouraging empty properties to be bought back into use. Vulnerable owner occupiers and tenants will provide support and assistance to improve their living accommodation.		
3. Who is intended to benefit from this policy and in what way?	The target client group for the HIA is the elderly, disabled and vulnerable households in the district.		
What outcomes are wanted from this policy/function and for whom?	See answer to question 2		
4. How do these outcomes meet or hinder other policies, values, or objectives of HDC?	Working towards: Improved life chances for vulnerable people and places A safe and attractive place to live and work A healthier Leicestershire Older Persons Strategy Housing Strategy		
5. What factors/forces could contribute/detract from the intended outcomes?	A reduction in the budget will have an impact on the performance of the HIA. A reduction in the core funding will have an impact on the staffing structure within the agency which will consequently have an impact on the service delivery. If the Council reduces the budget through the Capital Programme the number of grants carried out will be reduced.		
6. Who are the main stakeholders in relation to this policy?	Elderly and disabled residents Social Services Supporting People	7. Who implements the policy/function and is responsible for the policy?	The agency is Mears Home Improvement Ltd however the provision for the delivery of disabled adaptations and private sector renewal ultimately rests with full Council
8. Are there any concerns that the policy/function could have a differential impact on racial groups?		N	Information and translation services are available when necessary.
• What existing evidence (either presumed or otherwise) do you have for this?	Subject to the client fulfilling the eligibility criteria for assistance the HIA will support the client to obtain support and assistance however additional support will be required for translation of documentation etc.		
9. Are there any concerns that the policy/function could have a differential impact due to gender?		N	
• What existing evidence (either presumed or otherwise) do you have for this?	Subject to the client fulfilling the eligibility criteria assistance will be available to all sectors of the community		

10. Are there any concerns that the policy/function could have a differential impact due to disability?	Y		The disabled facilities grant administered through the HIA seeks to positively assist elderly and disabled people to live in their homes more independently
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			
11. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?		N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Subject to the client fulfilling the eligibility criteria assistance will be available to all sectors of the community
12. Are there any concerns that the policy/function could have a differential impact due to age?	Y		
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The HIA seeks to positively assist elderly and disabled people to live in their homes more independently
13. Are there any concerns that the policy/function could have a differential impact due to religious belief?		N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Subject to the client fulfilling the eligibility criteria assistance will be available to all sectors of the community
14. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?	Y		
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The HIA seeks to positively assist elderly and disabled people to live in their homes more independently
15. Are there any concerns that the policy/function could have a differential impact due to people having an offending past?		N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Subject to the client fulfilling the eligibility criteria assistance will be available to all sectors of the community

16. Are there any concerns that the policy/function could have a differential impact due to people being transgendered or transsexual?		N	
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 	Subject to the client fulfilling the eligibility criteria assistance will be available to all sectors of the community		
17. Could any differential impact identified in 10-19 amount to there being the potential for adverse impact in this policy?		N	The policy aims to have a positive impact on the quality of life via improvements to the housing conditions of the most vulnerable in society e.g. disabled, elderly fuel poor etc
18. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?		N	
19. Should the policy proceed to a partial impact assessment?		N	
20. Should the policy proceed to a full impact assessment?		N	The work of the HIA will have a positive impact on the welfare of the groups identify in the initial impact assessment.
21. If no, are there any recommended changes required to the policy to improve it around the equality agenda?			
Additional notes/guidance (Policy Officer)			

Signed (completing officer) Date / /

Signed (Head of Service) Date / /