

EQUALITY IMPACT ASSESSMENT

Community Connections



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>The Council has a statutory duty to approve mandatory Disabled Facilities Grants (DFGs) for major adaptations. This work helps people to live independently in their own homes, thereby helping to contain the potential increase in costs to Social Care Services.</p> <p>The legislation governing DFGs is the Housing Grants, Construction and Regeneration Act 1996. DFGs are mandatory and are available from Local Authorities in England and Wales, subject to a means test. The purpose of the Grant is to provide adaptations to the home environment to promote independence and allow people to remain in their own homes.</p> <p>Please note that this document is based on information from the 2011 UK census and hence DFG data has not been updated since the previous Equality Impact Assessment. The next UK census is currently scheduled for March 2021, after which this assessment will be re-visited and the DFG data will be updated accordingly.</p>
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Department and service	Community Connections
Date of assessment	25/02/2020

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>The average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).</p> <p>Of the 16 South West authorities we have the third</p>	<p>Older people and younger people are recognised as potentially vulnerable groups.</p> <p>The DFG is means tested.</p> <p>Homes that cannot be adapted to</p>	<p>Advice for those with a contribution to make towards the cost of the works given by Community Connections.</p>	<p>Ongoing, Community Connections Strategic Manager</p>

	<p>lowest percentage of older people (75yrs), and the fifth highest percentage of children and young people (under 18).</p> <p>75% of DFG applicants are older people and as such the above statistics do not reflect the demand for this type of service.</p> <p>It is estimated that 6.8% of young people in our city aged between 16 and 18yrs are not in Education, Employment or Training (NEET), (DfE, 2018).</p> <p>DFG assistance is also available for children, however these are not means tested.</p>	<p>meet the occupier’s need. Owner occupiers are encouraged and supported to move to a more suitable home.</p> <p>Tenants are supported to find more suitable accommodation either via Community Connections or Devon Home Choice.</p> <p>Services offered in lieu of DFG – NIL Grant Application (please see Plymouth City Council Independent Living Assistance Policy 2019, section 3.7) with a fee of 1% of the cost of the works payable to Independence Community Interest Company (INCIC) for the use of the Dynamic Purchasing System (DPS) and a further 1% of the cost of the works payable to Plymouth City Council (PCC) to cover administration costs.</p>		
<p>Disability</p>	<p>A total of 31,164 people (from 28.5% of households) in Plymouth declared themselves as having a long term health problem or disability (national figure 25.7% of households), compared with number of people with disabilities in UK (11,600,000).</p> <p>National evidence suggests:</p> <p>A substantially higher</p>	<p>Limitations of the approved budget potentially result in some disabled people waiting for their adaptations. If the disabled person is considered eligible (i.e. means testing) for grant funded adaptation works they will receive works to their home environment, however, they may have to wait.</p> <p>A prioritisation system has been employed to ensure those most in</p>	<p>Continued monitoring of prioritisation scheme to ensure fairness and compliance by officers.</p> <p>Notification to customers of the anticipated wait time.</p>	<p>Ongoing, Community Connections Strategic Manager</p>

	<p>proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.</p> <p>19% of individuals in families with at least one disabled member live in relative income poverty, on a before housing costs basis, compared to 15% of individuals in families with no disabled member.</p> <p>21% of children in families with at least one disabled member are in poverty, a significantly higher proportion than the 16% of children in families with no disabled member.</p> <p>DFG assistance is available to all people in need of home adaptations to enable independent living. These grants are targeted at those with disabilities, but not necessarily those registered disabled.</p>	<p>need receive their adaptation soonest (please see Independent Living Assistance Policy 2019).</p>		
<p>Faith/religion or belief</p>	<p>Christianity is the biggest faith in the city with more than 58% of the population (148,917).</p> <p>Data shows that 32.9% of the</p>	<p>No adverse Impact.</p> <p>Small number of applicants from minority religions identified.</p>	<p>Work to promote services to minority groups.</p>	<p>Ongoing, Community Connections Strategic Manager</p>

	<p>Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p> <p>Of those DFGs completed in 13/14 56% identified as Christian; 1% Muslim; 40.5% No Religion; 2.5% Other.</p> <p>The Council's Policy is to treat all those that apply for assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'.</p> <p>The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation.</p>		<p>Review application rates from BME communities.</p> <p>Monitor the impact of promotion to BME communities.</p>	
<p>Gender - including marriage, pregnancy and maternity</p>	<p>Overall 50.2% of our population are women and 49.8% are men; this reflects the national figure of 50.7% women and 49.3% men. Of</p>	<p>No adverse impact anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	<p>those in receipt of DFG 2014/15 60% were women.</p> <p>Given the age range of applicants for DFG, and the statistic that women live longer, the above % is as expected.</p> <p>The Council's Policy is to treat all those that apply for assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'. The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation.</p>			
<p>Gender reassignment</p>	<p>There are no official estimates for gender reassignment at either national or local level. However, in a study founded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance. By applying this to Plymouth's 16+ population,</p>	<p>No adverse impact anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

	<p>it is estimated that there may be somewhere between 1,287 and 2,146 adults in the city that are experiencing some degree of gender variance.</p> <p>National figures (ONS 2013) indicate that up to 10,000 people have gone through this process, with 23 known cases in Plymouth.</p> <p>No specific evidence to suggest trans people are any more or less likely to require adaptations to their home environment can be found.</p> <p>The Council's Policy is to treat all those that apply for assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'. The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation.</p>			
<p>Race</p>	<p>92.9% of Plymouth's population is White British.</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%)</p>	<p>No impact anticipated.</p>	<p>Work with Social Inclusion Unit to promote services to BME community.</p> <p>Review application rates</p>	<p>Ongoing, Community Connections Strategic Manager</p>

	<p>and Other Asian (0.5%) the most common ethnic groups.</p> <p>We are a dispersal area for asylum seekers: up to 350 people will be accommodated in the City at any given time.</p> <p>Of those DFG completed in 13/14 85% identified as White British; 0.4% White Irish; 0.3% Chinese; 0.4% Other and 14% did not give information.</p> <p>The Council's Policy is to treat all those that apply for assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'. The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation</p>	<p>Customers for whom English is a second language may be disadvantaged as Application form and associated paperwork is to be published in English.</p>	<p>from BME communities.</p> <p>Monitor the impact of promotion to BME communities.</p> <p>Policy and related documentation can be translated in to required language upon request via 'Translate Plymouth'. Publications for local information and marketing will be given to organisation using the most appropriate language. Organisations will be consulted on the most appropriate language and translation and other formats offered.</p> <p>Staff have been trained in Equality & Diversity and comply with the requirements.</p>	
<p>Sexual orientation - including civil partnership</p>	<p>Over the last 5 years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017, although the latest figure is unchanged from 2016. In Plymouth this would mean that around</p>	<p>No adverse impacts anticipated.</p>	<p>Work with partners to promote services to Minority community.</p> <p>Review application rates from Minority communities.</p> <p>Monitor the impact of promotion to Minority communities.</p>	<p>Ongoing, Community Connections Strategic Manager</p>

	<p>5,260 residents identify as LGB.</p> <p>Of those DFGs completed in 13/14 1% identified as Bisexual; 0.5% as Gay; 0% as Lesbian; 85% as Heterosexual and 13.5% preferred not to say.</p> <p>The Council's Policy is to treat all those that apply for assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'. The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation.</p>		<p>Staff have been trained in Equality & Diversity and comply with the requirements.</p>	
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	No implications.	Not applicable.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	No implications.	Not applicable.

<p>Good relations between different communities (community cohesion)</p>	<p>Disabled Facilities Grants are mandatory means tested grants, with no targeted intervention within communities. DFG is applicable to all tenures of housing.</p> <p>Mandatory grant is available to those with specific living requirements due to disability in relation to the home environment. The grant is available city wide and is means tested, therefore is targeted towards those who are unable to fund adaptations via their own funds.</p>	<p>Not applicable.</p>
<p>Human rights Please refer to guidance</p>	<p>Disabled Facilities Grant is aimed at improving health and safety within the home. This will help reduce hospital admissions and reduce the risk of admission to residential care.</p> <p>The Disabled Facilities Grant is contained within the Independent Living Assistance Policy 2019 which is written in line with the Equalities Act 2010. It therefore adheres to the UN Convention of the Human Rights as part of UK law.</p> <p>Plymouth City Council recognises Article 14 of the Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	<p>Not applicable.</p>

STAGE 4: PUBLICATION

Responsible Officer



Date 04/05/2020

Strategic Director, Service Director or Head of Service