


EQUALITY IMPACT ASSESSMENT

Exec Decision for the allocation of Disabled Facilities Grants and recharge to Plymouth Community Homes

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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| Author(s): The person completing the EIA template. | Dave Ryland | Department and service: | Adults Health & Communities, Community Connections | Date of assessment: | 17/06/24 |
| Lead Officer: Head of Service, Service Director, or Strategic Director. | Matt Garrett | Signature: |  | Approval date: | 17/06/2024 |
| Overview: | <p>The Council has a statutory duty to approve mandatory Disabled Facilities Grants (DFG's) 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 1996 Housing Grants, Construction and Regeneration Act. DFGs are mandatory and are available from local authorities in England and Wales, subject to a means test. The grants are to provide adaptations to the home environment to promote independence and keep people living in their own homes.</p> | | | | |
| Decision required: | <ol style="list-style-type: none"> 1. Allocate £422,313 to the Capital Programme funded by Better Care Funding, for the provision of mandatory Disabled Facilities Grants and assistance offered through the Independent Living Policy in 2024/25 2. Delegate the approval of spend and the award of contracts to the Strategic Director for Adults, Health and Communities where they would otherwise not have authority to do so. | | | | |

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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| Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | Yes | | No | X |
| Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees? | Yes | | No | X |
| Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three) | Yes | | No | X |
| If you do not agree that a full equality impact assessment is required, please set out your justification for why not. | The Independent Living Policy is the overarching Policy which impacts the delivery of Major Adaptations. The Policy contains an impact assessment and upon review later in 2024 will be reconsidered. | | | |

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

| Protected characteristics (Equality Act, 2010) | Evidence and information (e.g. data and consultation feedback) | Adverse impact | Mitigation activities | Timescale and responsible department |
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| Age | <p>Plymouth</p> <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> 17.4 per cent of people are aged 0 to 14. 64.2 per cent of people are aged 15 to 64. 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> | <p>Older people and Younger People are recognised as potentially vulnerable groups.</p> <p>Grant is means tested.</p> <p>Homes that cannot be adapted to meet the occupiers need. Owner Occupiers are encouraged and supported to move to more suitable home.</p> <p>Tenants are supported to find more suitable accommodation either via MAT or Devon Home Choice.</p> <p>Services offered in lieu of DFG - Private Adaptation and Home Improvement Works Technical Services is available to owner occupiers in need of home adaptations to enable independent living of any age. Service is chargeable, thus only those able to pay for this service will be able to access.</p> | <p>Advice for those with a contribution to make to the cost of the works given by Housing Standards.</p> <p>Support to move home given on a 121 ad hoc basis. Discretionary re-location grants offered to owner occupiers.</p> <p>Advice regarding charge offered upfront before and service commences. Non-refundable deposit it taken.</p> | |
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| <p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p> | <p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p> | <p>There are no adverse impacts anticipated.</p> | | |
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| Disability | <p>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>Disabled Facilities Grant; 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>Private Adaptation and Home Improvement Works Technical Services is available to all owner occupiers in need of home adaptations to enable independent living of any ability.</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 need receive their adaptation soonest (please see Independent Living Assistance Policy 2019).</p> | Continued monitoring of prioritisation scheme to ensure fairness and compliance by officers | Head of Housing Standards ongoing. |
| Gender reassignment | 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. | There are no adverse impacts anticipated. | | |
| Marriage and civil partnership | <p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p> | There are no adverse impacts anticipated. | | |

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| Pregnancy and maternity | The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5. | There are no adverse impacts anticipated. | | |
| Race | <p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</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>Work with services to promote to BME community.</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 translation services. 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> | Head of Housing Standards ongoing. |

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| Religion or belief | 48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census). | There are no adverse impacts anticipated. | | |
| Sex | 51 per cent of our population are women and 49 per cent are men (2021 Census). | There are no adverse impacts anticipated. | | |
| Sexual orientation | 88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census). | There are no adverse impacts anticipated. | | |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
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| | <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</p> | | |

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| | <p>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> | | |
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SECTION FIVE: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
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| <p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together | <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>Allocation of funding is insufficient to meet demand and as such a percentage of those awaiting adaptations may have to wait longer than anticipated. Head of Housing Standards.</p> | <p>Head of Housing Standards ongoing</p> |
| <p>Give specific consideration to care experienced people to improve their life</p> | <p>There are no adverse impacts anticipated.</p> | | |

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| outcomes, including access to training, employment and housing. | | | |
| Build and develop a diverse workforce that represents the community and citizens it serves. | There are no adverse impacts anticipated. | | |
| Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome. | There are no adverse impacts anticipated. | | |