

EQUALITY IMPACT ASSESSMENT – DISABLED FACILITIES GRANTS – COMMUNITY CONNECTIONS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Head of Service, Service Director, or Strategic Director.	Dave Ryland Head of Housing Standards	Signature:	D.Ryland	Approval date:	31 July 2025
Decision required:	<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 2021 UK census and hence DFG data has been updated since the previous Equality Impact Assessment.</p>				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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	x	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	N/A			

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

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>Respondents aged '16-24' were <u>significantly</u> less likely to agree Plymouth's Sound is special to the city (71%) compared with those aged '25+' (89%-97%). (City Survey 2022)</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 meet the occupier's need.</p> <p>Owner occupiers are encouraged and supported to move to a more suitable home. 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 2025, section 3.9) 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 2.5% of the cost of the works payable to Plymouth City Council (PCC) to cover administration costs.</p>	<p>Advice for those with a means-tested contribution to make towards the cost of their DFG works.</p>	<p>Ongoing, Community Connections, Head of Housing Standards</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>No adverse implications anticipated.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
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Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p> <p>Respondents with 'no limiting disability or health problem' (92%) were <u>significantly</u> more likely to agree with the statement Plymouth's Sound is special to the city than those who were 'limited a lot' (87%).</p>	<p>Limitations of the approved budget potentially result in some disabled people waiting for their adaptations. If the adaptations are considered eligible (e.g. following OT assessment and means testing) for grant funded works, they may have to wait.</p> <p>A prioritisation system is in place to ensure those most in need receive their adaptation soonest (please see Independent Living Assistance Policy 2025).</p>	<p>Continued monitoring of prioritisation process to ensure fairness and compliance by officers.</p> <p>Notification to customers of the anticipated wait time.</p>	Ongoing, Community Connections, Head of Housing Standards
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans woman (2021 Census).	No adverse impact anticipated.	Not applicable.	Not applicable.
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>	No adverse impact anticipated.	Not applicable.	Not applicable.
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.	No adverse impact anticipated.	Not applicable.	Not applicable.

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> <p>Those identifying themselves as 'White' were <u>significantly</u> more likely to agree Plymouth Sound is special to the city (92%) compared with those identifying themselves as 'Any other ethnic group' (85%).</p>	<p>No impact anticipated.</p>	<p>Work with partners to promote services to the BME community.</p> <p>Review application rates 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 organisations 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>Ongoing, Community Connections, Head of Housing Standards</p>
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Religion or belief	<p>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).</p> <p>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).</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>Review application rates from BME communities.</p> <p>Monitor the impact of promotion to BME communities.</p>	Ongoing, Community Connections, Head of Housing Standards
Sexual orientation	<p>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).</p> <p>Respondents identifying as 'Heterosexual / Straight' (92%) were <u>significantly</u> more likely to agree with the statement Plymouth Sound is special to the city than those who identified as Bisexual / Gay / Lesbian (86%).</p>	No adverse impacts anticipated.	<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>Staff have been trained in Equality & Diversity and comply with the requirements.</p>	Ongoing, Community Connections, Head of Housing Standards

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>Disabled Facilities Grant are 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</p>	Not applicable.	Not applicable.

	<p>Assistance Policy 2025, 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>		
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SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <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 	No adverse impacts anticipated.	Not applicable	Not applicable.
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	Not within scope of the Independent Living Assistance (ILA) policy.	Not applicable.	Not applicable.

Build and develop a diverse workforce that represents the community and citizens it serves.	<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>	<p>Not applicable.</p>
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.	<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>Not applicable.</p>