

Derby Homes**Baseline Position****Equality Impact Assessment****Introduction**

Lead Officer	Andy Higginbottom Planned Maintenance Manager
Assessment Team Members	Andrew McNeil Andy Higginbottom
Service Area Description	Welfare Adaptations to Council Properties
Relevant Policies and procedures	Welfare Adaptation Policy

Service Area Description

To deliver building works to adapt Council housing to meet the needs of disabled tenants and their dependants, or to arrange a move to a more suitable property which will meet their needs.

Stage One – Baseline Assessment

Question	Response/Findings
What are the main aims and objectives or purpose of the service?	To allow any tenant or dependant of a tenant to live independent lives in the home they rent from the Council.
Who is affected by the service and who is it intended to benefit? Eg external and internal customers, groups, or communities.	Any tenant or tenant's dependant living in a Council's home meeting Derby City Council's assessment criteria.

Who is responsible for the delivery of the service – including internal and external partners?	<ul style="list-style-type: none"> Derby Homes Planned Maintenance team. Various sub-contractors and the Derby Homes in house repairs team.
Has the service been subject to any other reviews? If so what were the outcomes.	An initial impact assessment was undertaken in 2010 with identical outcomes. Reviewed in 2014.

Stage Two – Data Research

Question	Response/Findings
What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	The service has very little Impact on equalities as the process concerned allows access to the service for all customers that are referred from DCC's Social Services team.
What existing sources and mechanisms for gathering data do you have? What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring	<p>A spread sheet of all referrals and the outcome of these referrals is kept to ensure all customers are appropriately dealt with.</p> <p>All complaints and customer views are considered.</p>
What other type of data do you use to complete the assessment? Examples of data are: national reports; public concern; complaints from individuals; views of service users; views of consultative committees.	The views of Derby City Council's Adult and Children's Services team's along with DCC's Allocations team and DH Re-housing teams are considered at regular monthly meetings.

Stage Three – Assessing the likely Impact

Question	Response/Findings
Is there any evidence of higher or lower take up of the service? For example, who uses the service, who doesn't and why not?	No, all referrals are processed in line with the policy.
Do equality or diversity objectives already exist? If yes, what are they and what is current performance like against them?	The objective is to provide the service to all disabled tenants and their dependants that are referred through to Derby Homes from DCC's Social Services teams without favour or discrimination.
Is the service having a positive or negative impact on any of the following equality strands <ul style="list-style-type: none"> • Gender • Race • Disability • Sexuality • Age • Religious Beliefs 	This service is provided to all groups and will have a positive impact on all.
Could the service area contribute to any of the following specific duties? <ul style="list-style-type: none"> • Promote good relations between specific groups • Eliminate the harassment of people due to their gender, race, disability, sexuality, age, religious belief • Promoting positive attitudes towards disabled people 	No.

Stage four – Considering the Options

<i>Question</i>	<i>Response/Findings</i>
How could any adverse impact be removed?	No adverse impacts are evident within this process.
If adverse impact will remain, can this be justified in relation to the wider aims of the policy?	No adverse impacts are evident within the process.

Stage Five - Consultation

Who will you consult about your assessment and your recommendations for change?	Not required.
How will that consultation be undertaken	Not required.

Stage Six – Making a decision

<i>Question</i>	<i>Response/Findings</i>
What is your decision and what is your timescale for implementation?	Not required.
How will you record your decision and reason?	Not required.
How will you monitor the expected performance of your decision?	Not required.
What formal approval will be required in order to implement your decision?	Not required.
Is a more detailed Equality Impact Assessment Required?	Not required.