

# Equality Impact Assessment

Assessment Of:	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other:	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Customer Experience and Transformation	Assessment carried out by: Alison Dolley
Service Area: Housing	Job Role: Private Sector Housing Manager
Version / Date of Sign Off by Director:	

## Step 1: What do we want to do?

*This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.*

### 1.1 What are the aims and objectives/purpose of this proposal?

*Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.*

This policy revision supports the Devon Better Care funding agreement by maximising use of available funding to meet local needs, including those beyond the statutory DFG, while retaining a well-performing framework with minor clarifications, targeted grant changes, introduction of means testing for certain top-up grants, and improved performance monitoring and decision-making processes

### 1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community	<input type="checkbox"/> Teignbridge workforce
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### 1.3 Will the proposal have an equality impact?

*Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?*

*If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.*

*If 'Yes' complete the rest of this assessment.*

<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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This policy will continue to enable disabled applicants to access fast track Discretionary grants (stairlift and bathroom grants) bypassing the need for a financial test of resources as is required by the mandatory disabled facility grants. Disabled applicants will also be able to access discretionary Accessible homes grants for top up funding and also towards their contribution as well as feasibility grants and for Move on. Healthy Homes grants also includes assisting with repairs and hoarding etc.

Discretionary grants will be subject to funding available with mandatory DFGs taking precedence at any time.

The policy also includes for loans via Lendology as well as a range of discretionary grants for residents who don't fit the criteria for BCF funding and for landlords to assist with improving housing conditions. These are subject to funding available.

## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation for age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. Please see: [Equality Act 2010 \(legislation.gov.uk\)](http://legislation.gov.uk).

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
Older population <a href="#">How life has changed in Teignbridge: Census 2021</a> ONS	Census data shows that Teignbridge has an older population profile than the national average, with a median age around 49–50. The proportion of residents aged 65 and over is increasing, reflecting an ageing population. Older households are more likely to experience health-related housing needs, including accessibility adaptations and higher heating requirements
Disability <a href="#">Disability, England and Wales - Office for National Statistics</a>	Around 18–19% of residents are estimated to have a disability or long-term health condition, consistent with national data showing 17.7% of people in England are disabled. Disabled residents are more likely to require housing adaptations, accessible

	design, and financial support through grant programmes
Local delivery data	908 residents have been assisted with financial support over the last 3 years with 63% of delivery supporting older households.
<b>Additional comments:</b>	

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

No, but most applicants who are eligible for the funding will have to be registered or registerable disabled as defined by the Housing Grants, Construction and Regeneration Act 1996 (as amended).

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

NO
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## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

<p>Consultation has included Officers at Devon County Council, including locality-based Occupational Therapists, and colleagues across Devon District Councils.</p> <p>Ongoing feedback from customers, including applicants and recipients of housing grants and loans, continues to inform service delivery and supports the policy's development, particularly in shaping performance indicators, identifying areas for improvement, and ensuring the policy remains responsive to local needs.</p>
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## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Engagement will continue throughout delivery through ongoing promotion of Disabled Facilities Grants (DFGs) to residents across Teignbridge via communication channels including the residents' newsletter, social media, Members' newsletter, and Town and Parish Councils. The service will also work in partnership with Teignbridge CVS (TCVS) to help reach voluntary and community groups and support engagement with under-represented residents, ensuring awareness and access to grants is as inclusive as possible. Feedback from customers and partners will continue to inform service improvements, policy delivery, and performance monitoring.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

### 3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact <b>all or many groups</b> )	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The policy is expected to have a positive impact on older people, who are more likely to experience mobility issues or disabilities requiring adaptations to remain living independently at home.
Mitigations:	Clear guidance and support will be provided to applicants to understand eligibility and funding options. Discretionary elements within the policy, alongside partnership working with Occupational Therapists and support services, will help ensure that individual circumstances are considered. Ongoing monitoring through performance indicators and customer feedback will identify any unintended barriers.
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The policy is expected to have a significant positive impact on people with disabilities by improving access to adaptations and support to enable independent living.

Mitigations:	The core statutory DFG remains available and unchanged. Additional discretionary support will be considered on a case-by-case basis, supported by professional assessments (e.g. Occupational Therapists). Engagement with partners, including TCVS, will help ensure support reaches a wide range of disabled residents. Customer feedback and performance monitoring will be used to identify and address any barriers or inequalities in access.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

## OTHER RELEVANT CHARACTERISTICS

<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Changes to means testing and affordability may affect lower-income households' ability to access certain discretionary grants or top-up funding. Households experiencing deprivation may also be more likely to live in poorer quality housing with lower energy efficiency, contributing to fuel poverty and increased need for adaptations or energy works to their home. Residents in rural areas may face additional challenges, including higher costs of works, limited access to contractors, and barriers to remaining in their homes ("right to stay rural"), which could impact timely access to support.
Mitigations:	The statutory Disabled Facilities Grant remains available to eligible applicants, ensuring core support is protected. Means testing will be applied consistently, with clear information and support provided to applicants to understand their options. Discretionary powers within the policy will enable consideration of individual circumstances, particularly in cases of financial hardship or rural access issues. The policy also supports improvements to property condition and energy efficiency where possible, contributing to reduced fuel poverty. Ongoing

	monitoring through performance indicators, alongside customer feedback and partnership working (including with TCVS), will help identify and address any barriers faced by disadvantaged groups.
<b>Other group(s)</b> <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport</i>	
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Yes, the policy is broadly aimed at assisting residents to remain independent in their own home for as long as possible and to reduce hospital admission (through for example the prevention of falls etc.) The policy also allows for provision of subsidised loans to assist with improving housing conditions including improving the energy efficiency of homes

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

<b>Summary of significant negative impacts and how they can be mitigated or justified:</b>
none
<b>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</b>

The Housing Assistance policy will provide broader opportunities for eligible residents to access financial assistance to carry out adaptations to their homes to enable them to remain independent.

## 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Targeted communications campaign to promote DFGs and reach under-represented groups	Private Sector Housing Manager	Ongoing
Work with TCVS to improve engagement with vulnerable residents	Private Sector Housing Manager	Ongoing
Monitor customer feedback, performance indicators and review EIA to ensure equitable access	Private Sector Housing Manager	Quarterly / Annual

## 4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Impact will be measured through ongoing quarterly reporting to Devon County Council (DCC) on delivery, spend, and outcomes, ensuring effective use of Better Care funding and achievement of performance indicators set within the policy.  
Customer feedback will form a key part of monitoring success, gathered through surveys and engagement with applicants and recipients of grants. This will help assess customer experience, identify any barriers to access, and inform continuous service improvement.  
Performance indicators, alongside feedback from customers and partners, will be used to monitor demand, timeliness, and outcomes, ensuring the policy remains effective, responsive, and equitable.

## 4.4 Is there an opportunity to promote positive attitudes and good relations between different groups and communities?

The policy promotes positive outcomes by supporting residents to remain living independently in their own homes, which benefits people across different age groups, disabilities, and socio-economic backgrounds. By improving access to housing adaptations and support, the policy helps reduce inequalities and fosters inclusion within communities.  
Partnership working with organisations such as TCVS and health professionals also strengthens links between services and communities, helping to build understanding of different needs and encouraging more inclusive engagement. Promotion of grants and support through accessible communication channels will further raise awareness and ensure that a wide range of residents can benefit.

## Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

**Reviewed by Service Manager:**

**Strategic Leadership Team Sign-Off:**

V2 August 2024

Yes <input type="checkbox"/> No <input type="checkbox"/> Instead was reviewed by: Jon Lloyd-Owen, Head of Housing	Amanda Pujol
Date: 2 July 2026	Date: 3/7/26

Version 3 – August 2024