



Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Alan Lipscombe
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Head of Section: Lisa Newman
Chief Officer: Kevin Adderley
Directorate: Regeneration and Environment
Date: 13th August 2015

Section 2: What Council proposal is being assessed?

Private Sector Housing and Regeneration Assistance Policy (V7. 2015)

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

No If 'yes' please state which meeting and what date

N/A.....

Please select hyperlink to where your EIA is/will be published on the Council's website ([please select appropriate link & delete those not relevant](#))

Regeneration & Environment (Environment & Regulation, Housing & Community Safety, Regeneration)
<http://bit.ly/regenEIA>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

| Which group(s) of people could be affected | Potential positive or negative impact | Action required to mitigate any potential negative impact | Lead person | Timescale | Resource implications |
|--|--|--|--------------------|------------------|------------------------------|
| Race, gender, disability, gender reassignment, age , pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership | <u>Positive</u> The policy provides a range of support regardless of protected group category. Each case is dealt with on its own merits so consideration can be given to individual needs. | N/A | A Lipscombe | N/A | None |

| | | | | | |
|--|--|--|-------------|-----|------|
| Age | <u>Positive</u> The policy provides a wide range of financial assistance to residents and property owners across Wirral. Some of the assistance is targeted at specific vulnerable lower income age groups, particularly the elderly and families with younger children | N/A | A Lipscombe | N/A | None |
| Age | <u>Negative</u> Home Repair Assistance for certain defects is only available if certain age groups are present in the household, namely young children and the elderly. | None. Where the eligibility for assistance excludes certain age groups these age groups have been assessed as not being in the a vulnerable group at risk of harm in relation to the specific defects. | A Lipscombe | N/A | None |
| Disability | <u>Positive</u> Financial assistance is provided to disabled home owners being moved from demolition areas in order to undertake small scale adaptations | N/A | A Lipscombe | N/A | None |
| Race, gender, disability, gender reassignment, age , pregnancy and maternity, religion and belief, sexual orientation, marriage and civil | <u>Positive</u> The majority of the assistance provided in the Policy is targeted at low income households. This ensures the resources available goes to those deemed to be in need and, in most cases, having no realistic alternative | N/A | A Lipscombe | N/A | None |

| | | | | | |
|-------------|--|--|--|--|--|
| partnership | | | | | |
|-------------|--|--|--|--|--|

Section 4a: Where and how will the above actions be monitored?

No actions to be taken. All service users will be invited to complete and return an equality and diversity questionnaire

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

The policy is primarily targeted on low income households deemed to be in need of assistance. With the exception of age and disability the policy does not positively discriminate against other protected groups and, in the case of age and disability this is limited to certain specific circumstances deemed to be appropriate to these groups.

Section 5: What research / data / information have you used in support of this process?

Information obtained from customer satisfaction feedback forms and changes to the ongoing area based work programme have been used to inform the proposed Policy.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Council officers working in the Strategic Housing Services Team and Housing Options Team have been consulted on the proposed policy. The proposal will be considered further by the Portfolio holder for Housing and the Strategic Director for Regeneration and Environment. As

it is considered that the revised Policy only makes minor changes to the previous policy (Version 6), no public consultation is considered necessary on this occasion.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**