

Equality Impact Assessment

This document is intended to act as a guide and point of reference, rather than be a template. There is no requirement to use this document as part of the policy development or decision making process; although it may help.

When using this form, please feel free to enter as much or as little information as you feel is appropriate.

Name	Alex Jolley	Date	03/10/2022
Job title	Policy, Research and Engagement Officer		
What are you thinking of changing or implementing?			
<p>An updated Social and Affordable Housing Adaptation Policy has been produced, which will be implemented in November 2022.</p> <p>The aim of the policy is to ensure that tenants with disabilities be provided with housing that best meets their assessed needs. This may be through adaption of their existing accommodation or by providing options for more suitable alternative housing.</p> <p>This policy will also assist Occupational Therapists (OT) and other professionals to understand what adaptations can be made by the Council in its housing stock.</p> <p>Since the last policy was approved in 2019 there have been revisions to legislation and statutory requirements. The draft Fareham Borough Council Social and Affordable Housing Adaptation Policy updates the existing document with reference to the new legislation and reflects the changes within the current Housing department structure. There is little change in the fundamental aspects of the policy, instead the procedures have been explained more clearly.</p>			
What is the expected or anticipated impact of this change?			
<p>The expected impact of the policy is that Fareham Borough Council tenant's will be able to receive the necessary adaptations needed for their home.</p> <p>The changes to the policy will further improve the process for eligible Fareham Borough Council tenant's.</p>			
Protected characteristic: Age (including children and young people)			
Points to consider:			
<ul style="list-style-type: none">• How have you considered the potential impact on people with this protected characteristic?• What, if any, is the expected impact on people with this protected characteristic?• What steps or action is planned to mitigate any negative impact?			



The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic. However, the policy may have a positive impact on individuals of an older age who are more likely to need adaptations to their home.

Protected characteristic: Disability (including physical and those with mental health conditions)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic. However, the policy may have a positive impact on those who receive adaptations to their home to help meet their requirements.

Protected characteristic: Gender reassignment

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.

Protected characteristic: Marriage and civil partnership

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.



Protected characteristic: Pregnancy and maternity

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.

Protected characteristic: Race

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.

Protected characteristic: Religion or belief

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.

Protected characteristic: Sex

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?

- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.

Protected characteristic: Sexual orientation

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The introduction of the updated Social and Affordable Housing Adaptation Policy will have no negative impact on people with this protected characteristic.

No barriers identified, therefore policy can proceed – Yes

