

Equality Impact Assessment

Appendix C

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	Roy Brown	Date	03.06.24
Job title	Policy, Research and Engagement Manager		
What are you thinking of changing or implementing?			
<p>The Fareham Housing Repairs and Maintenance Policy reflects the obligations placed on social landlords by the relevant Housing Act's, the introduction of 'Awaab's Law' set out in the Housing Ombudsman spotlight report and the Consumer Standards set by the Regulator of Social Housing (RSH).</p> <p>These have added further requirements around repairs, maintenance, and planned improvements, aimed at raising standards and response times.</p> <p>The Draft policy sets out the approach taken by Fareham Housing toward the repair and maintenance of its properties and reflects both the responsive repairs and the planned maintenance programmes, as well as the duties to carry out regular gas servicing, electrical and landlord safety checks. In doing so, it will ensure that all the Council's homes are kept in a well-maintained, safe and secure condition.</p>			
What is the expected or anticipated impact of this change?			
<p>The aim of this policy is to enable and ensure the maintenance of good quality accommodation which meets the needs of our tenants and follows the requirements of all relevant legislation and statutory guidance.</p> <p>The policy brings together existing practices and procedures and updates them in line with the new Consumer Standards set by RoSH, and all other relevant legislation and statutory guidance</p> <p>The draft policy provides clear policy guidance to tenants and officers on every aspect of repairs and planned maintenance in properties where Fareham Housing is responsible for them.</p> <p>The policy will be monitored and reviewed regularly to ensure that the policy is effectively delivering on the aims and objectives and when new relevant legislation and guidance is issued.</p>			
Protected characteristic: Age (including children and young people)			
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 draft policy should have a positive impact on different ages.

Tenants will have a choice of appointment slots, including one outside of the school run, providing flexibility to be people of working age and those bringing up a young family.

The Policy benefits tenants who are over the age of 75 years and with no family that can carry out the work for them, as they are eligible to have their grass cut every month during the summer and autumn, and for their hedges to be trimmed twice yearly.

There is also support with interior decorations for those tenants aged 60 to 74 who are unable to work and those aged over 75.

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 draft policy should have a positive impact on people with disabilities.

Hampshire County Council's Occupational Therapist will provide recommendations for potential adaptations for residents with a relevant disability. Minor accessibility adaptations will be carried out by the Council, with larger measures considered alongside the long-term suitability of the property for the resident.

Disabled tenants who may struggle to make decorative changes to their properties who meet the relevant criteria can also apply for support.

Those tenants with a disability that means they would struggle with garden maintenance are eligible to have their grass cut every month during the summer and autumn, and for their hedges to be trimmed twice yearly.

An 'exceptional circumstances' provision, in conjunction with an appropriate risk assessment and due regard to the Council's Public Sector Equality Duty, will ensure that any conflicts that may arise between those with a protected characteristic and the need to comply with the legislation and this policy will not unduly impact on the tenant with a disability.

The policy can be provided in a variety of formats should the need arise.



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?

No impact identified.

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?

No impact identified.

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?

No impact identified.

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?

No impact identified.

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?

No impact identified.



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?

No impact identified.

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?

No impact identified.

