

Equality Impact Assessment

Section 1: Your details

(1.1) Department: Adult Social Services / Department of Regeneration

(1.2) Division: Integrated Communities and Wellbeing / Wirralhomes

(1.3) Assessment Lead: Cathy Gill / Diana Dennis

(1.4) Telephone:

(1.5) Email:

(1.6) Who else will be involved in the process? (see guidance note 1)

(1.7) Please sign & date this form Catherine Gill..... (signed) ...05/10/10.....
(date)

Guidance Note 1:

For Initial EIA's it is best practice to involve the service / function manager, equality and diversity lead(s) and relevant frontline staff.

For Full EIA's it is best practice to involve the service / function manager, equality and diversity lead(s), relevant frontline staff, customers, appropriate external agencies, and the voluntary and community sector

Section 2: What is to be assessed?

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Allocations and nominations process for Extra Care Housing

(2.2) Is this a new or existing service / function / project / strategy / policy? (please state)

New process / procedure

(2.3) Which equality impact assessment are you completing?

Initial or Full

Guidance Note 2:

Service = your department / service area and its employees

Functions = your department / service area's activities

Projects = your department / service area's work programmes

Strategy = a plan of action intended to accomplish a specific goal

Policy = a plan of action to influence and determine decisions, actions and other matters

Procedure = a series of steps taken to implement a policy

Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
Disabled People	<p>Providing 24 hour access to care and support for people with a range of needs</p> <p>Older carers with dependent son or daughter with a learning or physical disability are eligible for accommodation.</p> <p>By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population</p> <p>Positively identifying physical and sensory needs in respect of type and location of properties</p> <p>Application forms and information can be made available in</p>	<p>Needing to prove local connection through residence , family or employment</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour</p> <p>Allocation dependent upon balance of care needs within the scheme may mean waiting time increased for a suitable vacancy</p> <p>Maximum dependency levels identified which may restrict access to this type of accommodation</p>	<p>Medium</p> <p>Low</p> <p>Low</p> <p>Low</p>
Lesbian, Gay & Bisexual People	<p>Providing 24 hour access to care and support for people with a range of needs</p> <p>By monitoring the diversity of applicants will be able to plan for</p>	<p>Needing to prove local connection through residence , family or employment</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to</p>	<p>Medium</p> <p>Low</p>

	future developments and ensure that Extra care reflects the diversity of the Wirral population	unacceptable behaviour Maximum dependency levels identified which may restrict access to this type of accommodation	Low
Women	Providing 24 hour access to care and support for people with a range of needs 2 in 3 women are likely to develop high care needs during their retirement By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population	Needing to prove local connection through residence , family or employment Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour Maximum dependency levels identified which may restrict access to this type of accommodation	Medium Low Low
Men	By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population	Needing to prove local connection through residence , family or employment. Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour Maximum dependency levels identified which may restrict access to this type of accommodation	Medium Low Low
Transgendered People	Providing 24 hour access to care and support for people with a range of needs By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population	Needing to prove local connection through residence , family or employment. Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour Maximum dependency levels identified which may restrict access to	medium

		this type of accommodation	
Black & Racial Minority People (please state which group)	<p>Providing 24 hour access to care and support for people with a range of needs</p> <p>By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population</p> <p>Application forms and information can be made available in</p>	<p>Needing to prove local connection through residence, family or employment.</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to immigration status</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour</p> <p>Maximum dependency levels identified which may restrict access to this type of accommodation</p>	<p>Medium</p> <p>Low</p> <p>Low</p> <p>Low</p>
Older People (60+)	<p>Providing 24 hour access to care and support for people with a range of needs</p> <p>By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population</p>	<p>Needing to prove local connection through residence , family or employment</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour</p> <p>Allocation dependent upon balance of care needs within the scheme may mean waiting time increased for a suitable vacancy</p> <p>Maximum dependency levels identified which may restrict access to this type of accommodation</p>	<p>Medium</p> <p>Low</p> <p>Low</p> <p>Low</p>
Younger People (17-25) and Children Please state male or female		Eligibility for Extra care subject to age restriction (55+) due to funding arrangements. May consider younger person with a long term disability	Medium

		<p>Needing to prove local connection through residence , family or employment</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour</p> <p>Maximum dependency levels identified which may restrict access to this type of accommodation</p>	<p>Medium</p> <p>Low</p> <p>Low</p>
Religious / Faith Groups	<p>Providing 24 hour access to care and support for people with a range of needs</p> <p>Combination of affordable rent and Homebuy makes schemes accessible for a range of applicants</p> <p>By monitoring the diversity of applicants will be able to plan for future developments and ensure that Extra care reflects the diversity of the Wirral population</p>	<p>Needing to prove local connection through residence , family or employment</p> <p>Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour</p> <p>Maximum dependency levels identified which may restrict access to this type of accommodation</p>	<p>Medium</p> <p>Low</p> <p>Low</p>
Other excluded groups (please state)			

Note: If you have rated any negative impact(s) as ‘High’ please go straight to Section 4 to complete a full assessment.

Note: If you have rated any negative impact as ‘Low’ or ‘Medium please complete the rest of this section on pages 9 and 10.

Guidance Note 3: How to assess negative impacts

Low = It is not discriminatory according to current legislation. However, it might not be seen as being in line with best practice.

Medium = It is not discriminatory according to current legislation. However, it is not

3.2 Please list below any actions that you plan to take as a result of any negative impact

Low or medium negative impact	Action required to remove or minimise the impact	Lead person	Timescale	Resource implications	Any other comments
Medium Needing to prove local connection through residence , family or employment	Provide support through Wirralhomes to find suitable accommodation in current area or through the private sector in Wirral	Diana Dennis	Throughout allocation process	Staff resources within Wirralhomes and Housing Options	
Medium Eligibility for Extra care subject to age restriction (55+) due to funding arrangements. May consider younger person with a long term disability	Record interest from younger applicants and use to inform future housing strategy in Wirral.	Allocations panel and housing commissioners through Core strategy development Group	Throughout allocation process	Providing appropriate administrative support	
Low Must meet the eligibility criteria of the Housing Act 1996 relating to unacceptable behaviour	All agencies will work together to find suitable accommodation and care (see 14 maximum dependency and 17 suspensions and exclusions)	Allocations panel	Throughout allocation process		
Low Allocation dependent	Ensuring care needs of residents are	DASS lead officer for operational	Throughout allocation process	DASS care management teams	

upon balance of care needs within the scheme may mean waiting time increased for a suitable vacancy	reviewed and also consider how well balance of schemes work when planning future developments	services		and care providers	
Low Maximum dependency levels identified which may restrict access to this type of accommodation	All agencies will work together to find suitable accommodation and care (see 14 maximum dependency)	Allocations panel	Throughout allocation process		
Low Must meet the eligibility criteria of the Housing Act 1996 relating to immigration status	Provide support through Wirralhomes to find suitable accommodation through the private sector in Wirral	Diana Dennis	Throughout allocation process	Staff resources within Wirralhomes and Housing Options	

3.3 Could you improve the positive impact(s)? Please explain how

The promotion of Extra Care housing is vital in ensuring that it is accessible to all equality groups. The widespread advertising of information days will continue as well as leaflets on allocation process and application forms can be made available in a range of formats

Ensuring good quality reporting on the outcomes of the process which will help to inform the future planning of accommodation

3.4 If you have identified no negative impact, then please explain how you reached that decision

Thank you for completing the initial assessment

Please note that the lead assessment person is responsible for ensuring the actions on pages 9 and 10 are incorporated into your departmental plan.