

Equality Impact Assessment

Purpose of the Equality Impact Assessment process:

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

Section 1: Equality Impact Assessment Screening

<u>Basic Details</u>	
Title and description of the policy/ decision:	Housing Assistance Policy 2026-2029
Job title of the person(s) undertaking the assessment:	Tanya Wenham
Council service:	Public Health & Housing Options
Date of assessment:	22/4/2026

What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?
As a Local Housing Authority ("LHA"), Mid Devon District Council is required to have a Housing Assistance Policy under Article 4 of the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002. The Order provides councils with the discretion to develop schemes to provide financial assistance to deal with a range of housing issues. The Policy provides a framework for the delivery of the Better Care Fund (BCF) allocation which is received by the LHA each year for the purpose of providing adaptations to assist disabled residents to live safely and independently in their own homes. The aims of the BCF are wider than just the delivery of the disabled facilities grant programme and therefore part one of the revised policy details assistance that can help to meet the wider objectives of the BCF. Part two of the policy aims to reduce homelessness by providing options to help tenants remain in their current homes. The purpose of this review is to consider the equality implications of the proposed policy.

<u>Further Details</u>	
Who may be affected by the policy/ decision?	All households that are considered disabled or vulnerable and on low incomes. It also covers those households that approach the Housing Options team as homeless.
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	Consultation exercise with Devon County Council, Devon LHAs and internal stakeholders.
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	Yes

To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:	Yes	No	Details
1. Eliminate unlawful discrimination	☒	☐	Sets out in detail the financial assistance available to help disabled, vulnerable and potentially homeless households to remain safe and independent in their homes.
2. Advance equality of opportunity	☒	☐	The policy gives everyone the opportunity to see what is available for those that are disabled, vulnerable and potentially homeless. It sets out the eligibility criteria to ensure that available funding is administered fairly.
3. Foster good relations between different groups	☒	☐	The proposed policy may have a negative impact as it favours those with a protected characteristic. This may disadvantage households that are in need but do not meet the specified criteria.

Which of the protected characteristics is the policy/ decision relevant to?

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	☐	☐	☒	The policy is neutral in relation to sex.
Age	☒	☐	☐	The majority of those accessing the assistance under part one of this policy are elderly due to the nature of disability. Part two of the policy has no impact on age.
Disability	☒	☐	☐	All those with a disability have access to the policy, however additional criteria are applied relating to financial means that may then preclude them for accessing the grant itself. Part two of the policy has no impact on disability.
Religion or Belief	☐	☐	☒	Eligibility under this policy does not discriminate against gender.
Race	☐	☐	☒	Eligibility under this policy does not discriminate against gender.
Sexual Orientation	☐	☐	☒	Eligibility under this policy does not discriminate against gender.

Characteristic	Positive	Negative	Neutral	Comments
Gender reassignment	☐	☐	☒	Eligibility under this policy does not discriminate against gender.
Pregnancy/ maternity	☐	☐	☒	Eligibility under this policy does not discriminate against gender.
Marriage and Civil partnership*	☐	☐	☒	Eligibility under this policy does not discriminate against gender.

*Applies only to Employment and the duty to give regard to the elimination of discrimination.

Decision by Corporate Manager to recommend this policy/ decision for an Equality Impact Assessment?

No

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

EIA Screening Complete

Section 2: Equality Impact Assessment

Evidence and Consultation
What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex				
Age				
Disability				
Religion or Belief				
Race				
Sexual Orientation				
Gender Reassignment				

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Pregnancy/ maternity				
Marriage and civil partnership*				

*(Applies only to Employment and the duty to give regard to the elimination of discrimination)

Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:

Please state where the EIA will be published (e.g. on the Mid Devon District Council website):

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Equality Impact Assessment Sign off

For completion by Corporate Manager

Are you prepared to agree and sign off the EIA?

☐ **Yes** ☐ **No**

If "No", provide details of why and next steps:

Name:

Job Title:

Date: