

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

Title and description of the policy/ decision:	Aids and Adaptations Policy
Job title of the person(s) undertaking the assessment:	MDH Policy Officer
Council service:	Mid Devon Housing
Date of assessment:	10 th February 2026
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?	
The aids and adaptations service is designed to be inclusive and tailored to individual needs, ensuring it is accessible to all tenants and permanent household members. Its primary aim is to promote equality of opportunity and support independent living. This service enables persons with a disability or long-term health issues to maximise their independence and helps maintain family life. We are committed to working collaboratively with tenants, their families, partners, and contractors to develop innovative and bespoke solutions that meet the needs of vulnerable tenants. We strive to treat all customers of the aids and adaptations service fairly, with dignity and respect. This policy has been assessed for compliance with the Equality Act 2010 and the Human Rights Act 1998. Our approach is guided by principles of fairness, partnership, and compliance, ensuring that all tenants receive a consistent and high-quality service. The key elements are: Fair and Consistent Treatment We are committed to treating all customers equitably, ensuring that decisions and processes are transparent and applied consistently across all requests. Collaborative Working We will work in partnership with tenants, their families, and social care and medical professionals to identify needs and agree on appropriate solutions that support independence and wellbeing. Maintaining Habitable Standards Where reasonably practicable, we will ensure that properties are maintained to a safe and healthy standard. This includes protecting the internal environment and the fabric of the property from damage while implementing adaptations. Compliance with Statutory Requirements and Best Practice All actions will comply with relevant legislation, including the Equality Act 2010, the Human Rights Act 1998, and applicable housing standards, while following recognised good practice. Effective Use of Resources We will maximise available budgets and allocate them efficiently to deliver value for money, prioritising solutions that meet needs without compromising quality or safety.	

Who may be affected by the policy/ decision?	Current tenants of Mid Devon Housing (MDH) Those who may be living with current tenants. Prospective tenants Staff at MDH Occupational Health Teams.		
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	Tenants, Members and Occupational Health Teams were consulted between 20 th July 2026 and 17 th August 2026.		
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	MDH will review this Policy every 5 years and also as required to address legislative, regulatory, best practice or operational issues. However the Head of Housing and Health is given delegated authority to make minor amendments to the Policy as required by legislative changes, formal guidance or local operational considerations.		
To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:			
	Yes	No	Details
1. Eliminate unlawful discrimination	☒	☐	
2. Advance equality of opportunity	☐	☒	
3. Foster good relations between different groups	☐	☒	

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	☐	☐	☒	No specific impacts
Age	☒	☐	☐	The Policy is more likely to impact those of state pension age and above and positively supports tenants to apply for aids and adaptations to enable them to remain and live independently in their homes
Disability	☒	☐	☐	The Policy is designed to make the homes of our tenants more accessible for those with disabilities.
Religion or Belief	☐	☐	☒	No specific impacts

Characteristic	Positive	Negative	Neutral	Comments
Race	☐	☐	☒	No specific impacts
Sexual Orientation	☐	☐	☒	No specific impacts
Gender reassignment	☐	☐	☒	No specific impacts
Pregnancy/ maternity	☐	☐	☒	No specific impacts
Marriage and Civil partnership*	☐	☐	☒	No specific impacts

*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.

The Policy is overwhelmingly positive in terms of equalities with no negative impacts identified. It specifically sets out how MDH will meet its legal duties and also apply best practice.

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)

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			
None identified			
Age			
None identified			
Disability			
None identified			
Religion or Belief			
None identified			
Race			
None identified			
Sexual Orientation			
None identified			
Gender Reassignment			

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?
None identified			
Pregnancy/ maternity			
None identified			
Marriage and Civil partnership (Applies only to Employment and the duty to give regard to the elimination of discrimination)			
None identified			

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

MDH will review this Policy every 5 years and as required to address legislative, regulatory, best practice or operational issues. However the Head of Housing and Health is given delegated authority to make minor amendments to the Policy as required by legislative changes, formal guidance or local operational considerations.

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

Mid Devon Housing 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: Simon Newcombe

Job Title: Head of Housing and Health

Date: 20.07.2026