

## Appendix 3

### PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
<b>Title:</b> Aids and Adaptations Assistance Policy	
<b>Directorate:</b> Adult Care, Housing and Public Health	<b>Service area:</b> Housing Options
<b>Lead person:</b> Helen Caulfield-Browne	<b>Contact:</b> <a href="mailto:Helen.caulfield-browne@rotherham.gov.uk">Helen.caulfield-browne@rotherham.gov.uk</a> 01709 807831
Is this a:	
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
<input type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b>	

2. Please provide a brief description of what you are screening
The Councils Aids and Adaptations Policy was last written in 2015. The policy provides information about the Council's responsibilities, including legal duties, and financial assistance to help deliver adaptations to the homes of local older and disabled people. The current policy is aimed at council tenants and private occupants. (Owner occupiers, private tenants, or tenants of private registered

providers - housing associations). The policy is outdated and combines policy and operational procedures.

Some significant changes since the last Aids and Adaptation Policy was written in 2015. The screening is focused on the policy review.

### **Consideration as part of the planned policy review**

- The Council's Housing, Adult Social Care and the National Health Service (NHS) are increasingly delivering integrated services for vulnerable households and recognising the benefits of enabling people to stay in their own homes wherever possible. The new refreshed Policy needs to be reflective of the development of preventative services to avoid more costly implications elsewhere, ensuring the policy is aligned with the Council Plan, Better Care Plan 2022 the South Yorkshire ICS Integrated Care Strategy, and the four key themes of the Adult Social Care operating model - Prevention, Integration, Care co-ordination and Maximising independence and reablement.
- The first new official government guidance for Disabled Facilities Grants (DFG) in 18 years has been published (28 March 2022). The Department for Levelling Up, Housing and Communities (DLUHC) and Department of Health and Social Care (DHSC) have worked closely with Foundations (the national body for home improvement agencies). This guidance is to advise local authorities in England how they can effectively and efficiently deliver Disabled Facilities Grant (DFG) funded adaptations to best serve the needs of local older and disabled people.
- This publication follows calls from the home adaptations sector and local authorities for clearer guidance around local DFG delivery. It also follows the findings of the 2018 independent review of the DFG that recommended new guidance should set out expectations for local authorities in administering the DFG and the rights of a disabled person making an application for the grant to ensure the guidance builds on the needs of older and disabled people.
- Under the Regulatory Reform Order 2002, Article 3 (RRO) housing authorities can use government funding for the DFG more flexibly once written into policy. This funding is primarily for the provision of home adaptations to help people to live independently. Local authorities can set out what additional adaptations assistance is to be provided. Wider powers enable local authorities to offer other forms of assistance such as repairs, or assistance to move, if an applicant's home is unsuitable for adaptation. An example is by the relaxation of the means test which can be lengthy and complex. In some cases, the means testing requirement makes households not eligible for assistance. This often means the works are not carried out or don't fully meet the person needs, therefore does not support prevention, promote independence, and does not help to delay the need for more costly services. Discretionary DFG's can support the facilitation of urgent hospital discharges or support people

with their end-of-life pathway when diagnosed with a terminal illness and remain at home.

- The objectives of an Aids and Adaptions Policy are the same for all residents. The Council currently use the DFG eligibility criteria and much of the statutory DFG guidance for Council tenants, unless there are exceptions which are governed by the conditions of the DFG's.

### 3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?		X

If you have answered no to all the questions above, please explain the reason

N/A

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

An Aids and Adaptation review was undertaken in November 2020 by the Tenant Scrutiny Panel. The work of the Panel is facilitated and supported by Rotherfed, the Council's Tenant Federation provider. Recommendations were considered and agreed. An action plan was developed by the service in response to the recommendations and implemented.

The report identified that the Policy needed a refresh, recommendations examples are:

- Consider accessibility for tenants, involve tenant representatives in the development of this.
- Explore links between adaptations and different services e.g., NHS, Occupational Therapists and Assistive Technology.
- Review the financial assessments for Council tenants and the re-housing of tenants to previously adapted accommodation, as the panel found the policy was found to be misleading and examine the charging policy and how clear it is.

The Council will ensure the needs of applicants are at the heart of the grant application process, including through the provision of clear information to applicants, and specification design.

Understanding the demographics of the customer group will need to be better understood to help identify any key factor to consider in the development of the policy and associated communication of the new policy.

Data, information, and analysis is from a range of local sources, including Joint Strategic Needs assessment data, Census Data, Projecting Adult Needs and Services Information (PANSI) Rotherham and Sheffield Strategic Housing Market Assessment (SHMA) 2018.

There are identified needs which the policy will address:

- Data shows that the Rotherham population has increased steadily by about 1,000 per year from an estimated 257,716 in 2011 to 265,411 in 2019 (+3.0%).
- The total population aged 18-64 predicted to have impaired mobility, (impaired mobility, defined as people who experience moderate or severe or complete difficulty with mobility, such as walking or climbing stairs) was estimated at 8,833 in

2020, this is predicted to increase by 2.4% to 9045 by 2025. People aged 35-44 are the highest age group predicted to have an increase in impaired mobility out of all adult age groups.

**Older People:**

The population aged 65 and over in Rotherham was estimated at 53,200 in 2020, this is predicted to increase by 7% to 57,100 by 2025 and by 16% to 61,800 by 2030. The age group of 75+ is showing the greatest rate of increase compared to national data.

In 2020 it was estimated that the number of people aged 65 and over who need help with at least one self-care activity, was 15,640. This number is expected to increase by 8% to 15,354 by 2025 and by 16% to 17,867 by the year 2030.

In Rotherham, there is a long-term trend moving away from traditional care home provision that mirrors the national picture. People are being supported at home for as long as possible and are entering 24-hour care for the last 2 to 3 years of their life when the complexity of needs has increased, and they are unable to manage their long-term conditions in their own home.

Older people are more vulnerable to accidents in the home, with those aged 65 plus having the highest risk of falling. Incidence of falls and the associated distress, pain and injury can also result in loss of confidence, independency, and mortality.

The full EIA aims to analysis all data available covering all protected characteristics.

The Aids and Adaptations equality data is not accessible on the data system used (Flare) by the service. This is due to the current system not being able to produce a report, also not all equality data has been captured. Therefore, equality data is limited and will not cover all protected characteristics. The minimum accessible data will be age and gender (male or female) Data from other sources such as the Joint Strategic Needs assessment data, Census Data, Projecting Adult Needs and Services Information (PANSI) Rotherham and Sheffield Strategic Housing Market Assessment (SHMA) 2018.

The data system is soon to be changing and part of the procurement package will specify that all equality and protected characteristic information must be reportable.

• **Key findings**

The Policy is aimed at people who are disabled of any age and is inclusive of all people that meet the criteria for Aids and Adaptations assistance. Although data demonstrated that older population are more likely to access aids and adaptations.

The demographic in Rotherham is aging. Because of this, we are likely to see a proportional year on year increase in the number of referrals for aids and adaptations.

The Policy is there to support Council tenants and those living in the private sector to live independently and safely through the provision of equipment and adaptations. As such, no group or individual across Borough should be adversely affected or disadvantaged as

a result of this policy.

The Policy will have a positive impact by ensuring that aids and adaptations are accessible for everyone to ensure that everyone has a chance to live as independently as possible.

The Policy will demonstrate a transparent approach to making decisions on who is eligible for assistance and how decisions are made for Council tenants and for private who's approval for funding is governed by legislation in accordance with the Housing Grants, Construction and Regeneration Act 1996 (the 1996 Act) and where the Council decided to use its power under RRO powers.

An analysis on of those already accessing the service will help ensure that the policy has a positive impact across all communities and protected characteristics.

The Strategy will align with other key strategies and frameworks across the Council as part of the "One Council" approach. Such as the following:

- Council Plan and Year Ahead Plan
- Housing Service Plan
- Thriving Neighbourhoods Strategy
- Health and Wellbeing Strategy
- Housing Strategy

• **Actions**

- Complete a full Equality Analysis
- Highlight the challenges to complete Part B full EIA to the Head of Service
- Ensure supporting data is used to shape the policy and reflective of local demographics
- Plan the level of consultation required for the policy review
- Review the Rotherfed Tenants Scrutiny Review of the 2015 policy
- Collate data during the review from existing customers to enable accessible data to be used to help inform part B of the EIA

Date to scope and plan your Equality Analysis:

May 2023

Date to complete your Equality Analysis:

October 2023

Lead person for your Equality Analysis  
(Include name and job title):

Helen Caulfield-Browne  
Housing Options, Operational  
Manager  
Adult Care, Housing and Public  
Health Directorate

## 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Sandra Tolley	Head of Housing Options	15/03/23

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

<b>Date screening completed</b>	16.03.2023
<b>Report title and date</b>	Aids and Adaptions Assistance Policy
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Yes Cabinet 10 <sup>th</sup> July 2023 Cabinet 18 <sup>th</sup> Dec 2023
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	14.04.23 Confirmed 20.4.23

## PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
<b>Equality Analysis title:</b> Aids and Adaptation Assistance Policy	
<b>Date of Equality Analysis (EA):</b> 02/10/2023	
<b>Directorate:</b> Adult Care, Housing and Public Health	<b>Service area:</b> Housing Options
<b>Lead Manager:</b> Helen Caulfield-Browne	<b>Contact number:</b> <a href="mailto:Helen.caulfield-browne@rotherham.gov.uk">Helen.caulfield-browne@rotherham.gov.uk</a> 01709 807831
<b>Is this a:</b>	
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
<input type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b>	

**2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance**

Name	Organisation	Role (eg service user, managers, service specialist)
Sandra Tolley	RMBC	Head of Housing Options Service
Helen Caulfield-Browne	RMBC	Housing Options Operations Manager
Daisy Wardle	RMBC	Housing Options Development Officer

**3. What is already known? - see page 10 of Equality Screening and Analysis Guidance**

**Aim/Scope (who the Policy/Service affects and intended outcomes if known)**

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

**Aim/Scope**

- To improve the lives of people with disabilities by enabling them to remain independent and safe in their own home with the use of adaptations.
- To reduce the need for domiciliary and residential care by allowing people with disabilities to live more independently in their own homes.
- To provide advice, information and support regarding the range of assistance available including adaptation of properties to meet disability needs.
- To treat individuals fairly regardless of age, sex, gender, disability and sexual orientation, or any other protected characteristic within the Equality and Diversity Policy and to protect their rights under Data Protection and Human Rights legislation.
- To provide clarity and transparency of the Councils responsibilities, including legal duties, types of assistance available, application process, conditions for grants and types of aids and adaptations that can be provided and the decision-making process.

**Service affects**

The Policy is aimed at Council tenants and private occupants (owner occupiers, private tenants, or tenants of private registered providers). The Policy outlines all types of assistance available and promotes independency in the home.

The Disabled Facilities Grants are available to people who are defined as disabled under the Housing Grant, Construction and Regeneration Act 1996 and are a main feature in the new Aids and Adaptations Assistance Policy 2024.

A key theme within the policy is that there's a strong emphasis on the important of integrated working between housing, adults, children's, social care and health to ensure people needs are met.

**Intended outcomes – Benefits to the customer and community:**

- Restore or enable independent living, privacy, confidence and dignity.
- Increase accessible housing for people with a disability or people who struggle with their mobility and movement in their home.
- Increase safety in the home, prevention of accidents, e.g., trips and falls.
- Reduce delay in hospital discharge.
- Reduction of none elected hospital admissions.
- To prevent social exclusion
- To keep families together and support Carer's
- Reduce unnecessary high-cost care.

The Policy is aimed at people who are disabled of any age and is inclusive of all people that meet the criteria for Aids and Adaptations assistance. Although data demonstrated that older population are more likely to access aids and adaptations.

The Housing Grants, Construction and Regeneration Act (HGCR) 1996 is the primary legislation which sets out the statutory obligations for Disabled Facilities Grants (DFG) this includes the definition of being disabled in order of being eligible for assistance.

**What equality information is available? (Include any engagement undertaken)**

Sources of data include:

- [Local population data](#) – Rotherham's demographic makeup
- [Census 2011](#) – national demographic makeup from the Census completed in 2011
- [Census 2022](#) – national demographic makeup from the Census completed in 2021
- Flare data – a database application which holds data on those applying for aids and adaptations
- [PANSI](#) – provides population data
- Childrens Disability Register – data of all children with open 'Disability Register' record in Liquidlogic

**What we know**

Protected Characteristic	Evaluation/analysis
Age	Rotherham's total population was 265,800 in 2021 (Census, 2021). Rotherham has a high percentage of residents aged over 65, making up 19.6% of Rotherham's population (52,200), compared to the national average of 18.6%. The Rotherham population has increased steadily by about 1,000 per year from an estimated 257,716 in 2011 to 265,800 in 2021 (+3.3%). The

	<p>number of residents aged 65+ is predicted to reach 61,907 by 2030.</p> <p>The age group of 75 years and over is showing the greatest rate of increase and the percentage of people aged 85 years and over has also increased from 2.1% (Census 2011) to 2.3% (Census 2021).</p> <p>Age groups for people with a disability who have previously accessed the aids and adaptations shows 9% of the people were between the ages of 0 to 19. In comparison to the local population data of 24%.</p> <p>43% of the people who needed assistance were between the ages of 20 and 64 in comparison to the 57% overall local data population.</p> <p>It is expected that the age groups of people accessing aids and is lower than the overall local population due to aid and adaptations. The new policy will increase the assistance available to all age groups.</p> <p>46% of the people who needed assistance were 65+. Due to the nature of service and the increasing aging population this is expected.</p> <p>The new policy will increase the range of assistance available to support all age groups, therefore has a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
<p>Sexual Orientation</p>	<p>98% of people who needed assistance identified as heterosexual / straight, whilst 2% preferred not to say. Due to data limitations on the current the system the new procured data management system which will be introduced in Spring 2024, will improve performance monitoring.</p> <p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or</p>

	likely negative impact by adopting the new policy.
Ethnicity	<p>The main ethnicity of those who needed assistance was predominantly White – British/Welsh/Irish/Scottish, which made up 93%, and 7% were from BAMER communities. This closely reflects Rotherham’s current population, where 92% are White British/Welsh/Irish/Scottish and 8% are from BAMER communities. Due to data limitations on the current the system the new procured data management system which will be introduced in Spring 2024, will improve equality performance monitoring.</p> <p>As part of the implantation of the new policy, it will be ensured that the information is disseminated to all communities to ensure that anyone who may need assistance has the same opportunities to do.</p> <p>The new policy recognises the challenges faced by people from different ethnic groups where language barriers may exist. To address this support to progress the application and the delivery of works is available on request.</p> <p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
Sex	<p>62% of those that needed assistance were female, and 38% were male. We have more females needing assistance in comparison to males. In comparison to the overall local population, where it is recorded as 51% females and 49% males. Looking at recent Census data for Rotherham, 22% of females stated that they had a disability and 20% of males stated that they had a disability.</p> <p>The new policy will increase the range of assistance available. The policy will be</p>

	<p>inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
Pregnancy and maternity	<p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
Married and civil partnership	<p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
Disability	<p>As part of the criteria for applying for an aid and adaptation, the applicant must have a disability when applying for a Disabled Facilities Grant (DFG)</p> <p>This is defined in The Housing Grants, Construction and Regeneration Act (HGCR) 1996 and in The Equality Act 2010</p> <p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
Gender reassignment	<p>100% of those that needed assistance's gender identify was the same as their sex assigned at birth. Within Rotherham, Census data tells us 94.6% of Rotherham's residents gender identify is the same as their sex assigned at birth, 0.5% of residents' gender identity was different from their sex assigned at birth. The remaining 4.9% did not respond to the question on gender identity.</p> <p>Due to data limitations on the current the system the new procured data management system which will be</p>

	<p>introduced in Spring 2024, will improve equality performance monitoring.</p> <p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
<p>Religion or belief</p>	<p>For those that approached us and needed assistance, 52% stated that they were Christian (all denominations), 43% stated that they did not follow any religion, and 3% stated that they followed another religion or belief. In comparison to local population data, 66.5% stated that they were Christian, 22.5% stated that they did not follow any religion, and 0.2% stated that they followed another religion or belief. This shows that more individuals approach us that do not follow any religion compared to the local demographic makeup.</p> <p>The new policy will increase the range of assistance available. The policy will be inclusive of all protected characteristics groups. Therefore, this new policy will have a positive impact. There are no actual or likely negative impact by adopting the new policy.</p>
<p>Economic status</p>	<p>In Rotherham, 21% of LSOAs are in the 10% most deprived LSOAs in England. Employment in Rotherham has risen to 73.4% in 2021/22, which is lower than the England average (75.7%). In Rotherham, the average weekly full-time earnings are 89% of the national average.</p> <p>Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 (RRO) provides Local Authorities with the discretion to provide assistance for the purpose of improving living conditions, so homes are safe to live in. By the Council adopting this regulation is enables the Council to use its powers to relax the means testing under the discretionary grants, subject to other conditions. This will support more applicants who would</p>

	<p>normally suffer hardship by having to make a financial contribution and therefore often withdraw their application and not receive the aids and adaptations, assessed as necessary and appropriate.</p> <p>Therefore, this new policy will have a positive impact. It is recognised that economic status is part of the eligibility criteria when determining who is eligible for financial assistance.</p> <p>The implementation plan of the policy following approval will promote the assistances available for aids and adaptations.</p>
<p>As part of engagement activities, we captured equality information through surveys, which were completed over the phone. These surveys were aimed at those who are a current or previous customer who has used the aids and adaptation service.</p> <p>The analysis of aids and adaptation provisions by different groups will help ensure that the policy has a positive impact across all communities and protected characteristics.</p>	
<p><b>Are there any gaps in the information that you are aware of?</b></p> <p><b>Data limitations</b> Current data systems have not provided a comprehensive picture all protected characteristics for applicants applying for Disabled Facilities Grants.</p> <p>In support of this equality data has also been collated from customers over the phone during the phone survey.</p> <p>The service has recently procured a new data system which will come into effect in spring 2024. This will improve the performance monitoring of the service, including equality data.</p>	
<p><b>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b></p> <p><b>A new data system</b> will support the ongoing analysis of equality and diversity data which will be frequently undertaken by the aids and adaptations service manager to identify if any protected characteristic groups are under-represented, so these are discussed and help identify any changing trends and the need to respond differently and support targeting groups in raising awareness of the assistance available.</p>	
<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>	<p>A telephone survey was undertaken to gather the views from people with lived experience in accessing aids and adaptations. To ensure there was good representation we spoke to people living in different tenures.</p>

	<ul style="list-style-type: none"> <li>• Council tenants – 28 (40%)</li> <li>• Private rented and housing associations combined 15 (22%)</li> <li>• Homeowners 26 (38%)</li> </ul> <p>Of these, 22 people we spoke to were in relation to them accessing minor adaptations. 47 people we spoke to were in relation to accessing higher cost, major adaptations. A total of 69 responses of which, 44 (64%) people told us that assistance for relocating to a new home would be considered by them, as an alternative to major and costly adaptations.</p> <p>A majority of people we spoke to informed us that they were satisfied with the service they had received. Although there were areas for improvement which have been considered when developing the new policy. Feedback included:</p> <p><i>“Would have liked to have had more notice before works commenced”.</i></p> <p><i>“I think that more of a household approach would be better, think about other households affected by adaptations in the home, especially when there’s noise disturbance and disruption in the home”.</i></p> <p><i>“More contact with the Council and a better understanding of timescale”</i></p> <p><i>“Support to move is a good idea to have an option”</i></p> <p>We also referred to the Tenants Scrutiny report Nov 2022 feedback– Review of the Aids and Adaptations Policy.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Between March and September 2023, there were various consultation and engagement activities completed partners and stakeholders to gather their thoughts and views to assist with shaping the new policy. We worked with Foundation national body for Disabled Facilities Grants contracted by the Department of Levelling Up</p> <p>We consulted with a further 90 people which included partners and stakeholders within the following groups:</p> <ul style="list-style-type: none"> <li>• Senior Occupational Therapists</li> <li>• Aids and Adaptations Team</li> <li>• Keychoices</li> <li>• Wider Housing Leadership Team</li> </ul>

	<ul style="list-style-type: none"> <li>• Adult Care, Housing and Childrens workshop</li> <li>• Childrens Services</li> <li>• Integrated Hospital Discharge and NHS</li> <li>• Housing Strategic Forum</li> <li>• Housing Associations Workshop</li> </ul> <p>The key findings highlighted, some common themes:</p> <ul style="list-style-type: none"> <li>- A clear pathway into aids and adaption is needed</li> <li>- Clear eligibility criteria</li> <li>- There's a need to strengthen partnership working between social care, housing and health.</li> <li>- Improve mechanisms for decision making re: high-cost adaptations.</li> <li>- Improve responses to address earlier hospital discharges, delays impact on bed blocking</li> <li>- Less complex information</li> <li>- Welcomed the idea of increasing the types of assistance available</li> <li>- Anything assist in reducing delays and provides cost effective solutions.</li> </ul>
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#### 4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

**How does the Policy/Service meet the needs of different communities and groups?**  
 (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The Policy seeks to improve access and standards of living accommodation for all people with disabilities.

The Aids and Adaptations Assistance Policy is aimed at improving individuals and their families lives enabling independence and improving their quality of life. As such, no group or individual across should be adversely affected or disadvantaged as a result of the policy.

**Does your Policy/Service present any problems or barriers to communities or Groups?**

The Policy aims to ensure that those with disabilities or vulnerabilities have access to getting the aids and adaptations they need in their home to ensure they live as independently as possible. By increasing the types of assistance available this policy will have a positive impact on all eligible people.

The new policy recognises the challenges faced by people from different ethnic groups where language barriers may exist. To address this support to progress the application and the delivery of works is available on request.

Accessible information, a customer accessible version of the policy will be developed in consultation with the tenant engagement team.

A review of the webpages for aids and adaptations will also be reviewed to ensure that online access is easy to navigate around and understand.

A leaflet is currently being developed on request this can be translated.

**Does the Service/Policy provide any positive impact/s including improvements or remove barriers?**

The Aids and Adaptations Assistance Policy is inclusive to all and makes accessing support to living independently and safely in their homes easier. The Policy makes a commitment to removing barriers by ensuring that aids and adaptations are accessible for all, and that people with a disability can live independently, safely and healthily in their homes.

As part of the review that was conducted, it was identified that some improvements could be made to the service to ensure that customers can access the service easier and have better promotion of service to ensure that assistance available is understood. The Policy has been developed to support social inclusion and to help those who need it to live independently and safely in their homes.

The Policy also seeks to develop a partnership approach by working with adults, health and children's services to support those with disabilities and vulnerabilities better.

**What affect will the Policy/Service have on community relations?** (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

Enabling people to live more independently in their homes for as long as it's safe to do so support neighbourhoods and communities. Residents are able to feel part of their local community and contribute to community.

The Policy aims to strengthen working relationships with the housing associations to proactively ensure that people can live independently in their homes through aids and adaptations. No negative impacts have been identified. The Policy is also aligned with various other organisational and departmental strategies, plans and will support meeting shared objectives.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

## 5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

<b>Title of analysis:</b> Aids and Adaptations Assistance Policy
<b>Directorate and service area:</b> Adult Social Care, Housing and Public Health – Housing Options
<b>Lead Manager:</b> Dan Peck Aids and Adaptations Service Manager /Helen Caulfield-Browne Operational Manager
<b>Summary of findings:</b>
<p>We have collected equality and diversity information from surveys as well as looking at data held on customers needing aids and adaptations. As a whole, this data is similar to Rotherham’s demographic makeup, which shows true representation of the borough’s voices. However, due to the data management system not being able to produce reports on all equality data, we have not been able to complete a full analysis on all service user who need aids and adaptations.</p> <p>There have been no negative impacts identified. The policy is reaching the wider demographic, and the policy is inclusive to all, as well as supports the most marginalised people in Rotherham who may have protected characteristics.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Service Manager to work closely with the workstream team to ensure that the new data management system which will be introduced in Spring 2024 has the capability to collate all equality data and produce reports so that they can be monitored and reviewed to identify trends and improve service delivery by identifying unrepresented groups and promoting assistance available.	All	April 2024

Service Manager to ensure process is place and staff are adequately trained on the new data system when the new system to ensure the quality of the equality data is to a high standard and feeds into service improvement. Review data on a regular basis to ensure quality assurance.	All	April 2024
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\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis relates to a <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> a copy of the completed document should be attached as an appendix and published alongside the relevant report.	
A copy should also be sent to <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
<b>Date Equality Analysis completed</b>	04/10/2023
<b>Report title and date</b>	Aids and Adaptations Assistance Policy
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	23/10/23