



Cherwell
DISTRICT COUNCIL
NORTH OXFORDSHIRE



**OXFORDSHIRE
COUNTY COUNCIL**

Appendix 2

Draft Equalities and Climate Change Assessment

Cherwell District Council

Disabled Adaptations Policy

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Section 1: Summary details

Directorate and Service Area	Housing Services – Cherwell District Council Directorate: Adults and Housing Services
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Cherwell District Council - Disabled Adaptations Policy
Is this a new or existing function or policy?	New (replacing the current Disabled Facilities Policy 2010)
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	The Disabled Adaptations Policy explains the Council's responsibility for the administration and award of mandatory disabled facilities grants (DFGs), how it will use discretionary grants to support and extend the help provided to disabled residents, the grant process and how decisions about grant eligibility are made. The policy is expressly concerned with providing grant funding towards, and practical help with, home adaptations for disabled residents whose needs have been assessed by Oxfordshire County Council (the Welfare Authority).
Completed By	Tim Mills
Authorised By	Gillian Douglas (Assistant Director Housing and Social Care Commissioning)
Date of Assessment	29/01/21

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>The Disabled Adaptations Policy replaces the current Disabled Facilities Policy. It sets out the Council's responsibility to administer mandatory disabled facilities grants (DFGs) using the budget allocated to it for that purpose by the Better Care Fund, but also how it will use discretionary grants to support and extend that service. It reflects a changing delivery environment, an increased budget, changes to processes arising from the need to integrate an extended range of discretionary grants and the desire to simplify aspects of decision making about grant eligibility.</p> <p>The Council continues to work closely with Oxfordshire County Council in relation to the assessment of adaptive needs and the delivery of practical assistance by Cherwell's in-house Home Improvement Agency. The new policy makes a number of changes to practice, process and decision making, all of which are intended to enhance the service. It introduces no substantial changes and is intended to ensure assistance is provided as equitably and effectively as possible to all those eligible for assistance with disabled adaptations.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The existing policy is overdue for review. The proposed replacement is needed to reflect the increased importance of discretionary grants in providing assistance to disabled residents and how decisions are made as to whether a mandatory or discretionary grant can best meet a particular client's needs. It has also become apparent that the decision-making criteria, process and responsibilities set in the 2010 policy required revision and simplification.</p>

<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>The adaptation services available to Oxfordshire residents have been developed through regular meetings and joint working with OCC and the other Oxfordshire authorities. As far as practicable, common processes have been established, not least the use by each authority of a software system which allows direct referral of cases from OCC. The Council's current policy was developed with input from OCC as our principle delivery partner. The proposed new policy is an evolutionary development and OCC and other organisations judged by officers to have a likely interest have been consulted. Comments from OCC in particular have resulted in some revisions to the draft policy as set out in the report.</p>
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>The alternative approach of continuing with the current policy was rejected as inappropriate because it has become outdated.</p>

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The need for adaptations is determined by need rather than age. Although infirmity frequently increases with age, children also suffer disability and individuals of all age can develop long-term ill-health and be subject to disability resulting from accidents.</p> <p>The requirement for a home-adaptation starts with an assessment of need by the County Council in its role as welfare authority.</p>	Not applicable	CDC Housing Grants Team	Delivery of the service is subject to a Home Improvement Agency contract with OCC and is monitored through the shared Case Manager data system.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is expressly intended to cover the delivery of assistance (by means of grants) to disabled residents.	The revised policy is intended to ensure service delivery reflects a changing delivery environment and adds to our ability to deliver an effective service to disabled residents.	CDC Housing Grants Team	As above plus monthly in-house review and HALO reporting.

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Gender reassignment has no bearing on grant eligibility or the service we can provide.</p> <p>Gender is considered by OCC at the point it undertakes its adaptive-needs assessment of clients and is recorded on the Case Manager system through which cases are referred by OCC to the Council and then managed.</p>	N/A	CDC Housing Grants Team	This information can be monitored using Case Manager either by OCC or Cherwell as required.
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Race has no bearing on grant eligibility or the service we can provide.</p> <p>Race is considered by OCC at the point it undertakes its adaptive-needs assessment of clients and is recorded on the Case Manager system</p>	N/A	CDC Housing Grants Team	This information can be monitored using Case Manager either by OCC or Cherwell as required.

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
				through which cases are referred by OCC to the Council and then managed.			
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Sex has no bearing on grant eligibility or the service we can provide.</p> <p>Sex is considered by OCC at the point it undertakes its adaptive-needs assessment of clients and is recorded on the Case Manager system through which cases are referred by OCC to the Council and then managed.</p>	N/A	CDC Housing Grants Team	This information can be monitored using Case Manager either by OCC or Cherwell as required.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sexual orientation has no bearing on grant eligibility or the service we can provide.	N/A	CDC Housing Grants Team	The service is reintroducing satisfaction monitoring and will record responses using Case Manager. The system can be interrogated by both OCC and Cherwell and will

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
							be used to generate reports for review.
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The service is available regardless of location and a rural location has no bearing on eligibility or service delivery.	N/A	N/A	N/A
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The service is available to all disabled residents on the basis of assessed need.	N/A	N/A	N/A
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Provision of adaptations will have a positive impact on any carers as well as the disabled person themselves.	N/A	N/A	As noted above, the service is reintroducing satisfaction monitoring and will record responses using Case Manager.
Areas of deprivation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The service is available to all disabled residents on the basis of assessed need.	N/A	N/A	N/A

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The availability of the new policy confirming process and decision making and which is available for reference will have a beneficial impact on staff delivering the service.	N/A	N/A	N/A
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The aim of home adaptations is to allow disabled residents to remain safe and secure in their own homes for as long as they wish. Provision of an effective grants and home-improvement agency service therefore reduces the service demand on both health and social-support services.	N/A	N/A	N/A
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Council is responsible for grant aiding adaptations for tenants of Registered Providers (with certain exceptions for a sub-set of Sanctuary's stock). The new	N/A	N/A	N/A

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
				policy will provide additional clarity about the Council's role and processes in connection with those adaptations.			
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 3: Impact Assessment - Climate Change Impacts

OCC and CDC aim to be carbon neutral by 2030. How will your proposal affect our ability to reduce carbon emissions related to:

Climate change impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Energy use in our buildings or highways	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Our fleet	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Staff travel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Purchased services and products (including construction)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Maintained schools	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	NA	N/A	N/A

We are also committed to enable Cherwell to become carbon neutral by 2030 and Oxfordshire by 2050. How will your proposal affect our ability to:

Climate change impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Enable carbon emissions reduction at district/county level?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	Policy review after 3 years.
Person Responsible for Review	Housing Grants Team Leader (Cherwell DC)
Authorised By	Assistant Director, Housing and Social Care Commissioning. (Oxfordshire County Council and Cherwell District Council).