



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Private Sector Housing Assistance Policy April 2024/Lincolnshire Discretionary Housing Assistance Grants Policy
2. Summary of aims and objectives of the policy/funding activity/event	To enable the delivery of discretionary grant funding for the purposes of adapting properties for eligible residents to remain in their homes and carry out everyday tasks.
3. Who is affected by the policy/funding activity/event?	Residents of South Kesteven District Council who meet the eligibility of the grant products offered via the policy. In most cases that will be individuals who are either disabled or have vulnerabilities that require works within the property to enable them to carry out every day activities.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	No - policy has been developed in accordance with the relevant legislation and guidance around the use of such grant funding as provided by the Better Care Fund.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Quarterly/annual monitoring of spend, and grants approved/completed that is returned to the relevant ministerial department.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <small>(The Action Log below should be completed to provide further detail)</small>
Age	Neutral	The grant funding is available to all ages, the main criteria relates to health and disabilities.	N/A
Disability	Positive	The grant funding provided within the policy is intended to assist individuals with disabilities by carrying out adaptations with properties to assist with completion of every day task, such as bathing, cooking and accessibility into and around the home.	N/A
Gender Reassignment	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A
Marriage and Civil Partnership	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A



Pregnancy and Maternity	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A
Race	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A
Religion or Belief	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A
Sex	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A
Sexual Orientation	Neutral	The policy has no direct implications to adversely effect individuals with the characteristic.	N/A
Other Factors requiring consideration			
Socio-Economic Impacts	Positive	The grant funding provided within the property is intended to assist those in the majority of cases that have been disadvantaged due to their circumstances, where that be physical or financial.	N/A
Carers (those who provide unpaid care to a family member, friend or partner)	Neutral/positive	The policy has no direct implications to affect careers, it has the potential to benefit them through the delivery of works to assist with the caring needs of the individual being cared for.	N/A

Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.

Group/Organisation	Date	Response
N/A	N/A	N/A

Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.



Negative Impact	Action	Timeline	Outcome	Status
N/A	N/A	N/A	N/A	N/A

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No – as detailed above the policy only seeks to assist those with some of the protected characteristics.	
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	✓	
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

Did you consult with an Equality Ally prior to carrying out this assessment? Yes/No

Sign off

Name and job title of person completing this EIA	Tom Amblin-Lightowler – Environmental Health Manager, Environmental Protection & Private Sector Housing
Officer Responsible for implementing the policy/function etc	Tom Amblin-Lightowler – Environmental Health Manager, Environmental Protection & Private Sector Housing
Date Completed	12/1/24
Line Manager	Ayeisha Kirkham
Date Agreed (by line manager)	Head of Service Public Protection
Date of Review (if required)	12/1/24



Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.