



## Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Decant Policy 2025
2. Summary of aims and objectives of the policy/funding activity/event	To ensure decants operate in a fair, equitable and reasonable manner. The term decant refers to the process explains the approach that will be followed when requiring tenants to be moved from their home temporarily in order for repair work to be carried out.
3. Who is affected by the policy/funding activity/event?	South Kesteven District Council tenants
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.	A decant policy is required in order to be compliant with The Housing Ombudsman recommendations. Therefore there is requirement for consultation
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Performance in relation to the implementation of this policy will be monitored through the following performance indicators: <ul style="list-style-type: none"> <li>• Number of customers decanted</li> <li>• Customer satisfaction with decants</li> <li>• Total spend on decants, broken down by disturbance payments and Home Loss Payments.</li> <li>• Number of complaints received and upheld or partially upheld complaint</li> </ul> The policy will be reviewed every three years in consultation with tenant representatives, staff and other stakeholders unless there are any reasons, such as legislative changes, requiring that it be reviewed earlier.

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	Positive	Any age related vulnerabilities will be considered as part of any action that is possible in line with the policy. This is detailed in section 13 of the policy, Support for tenants	n/a
Disability	Positive	Any vulnerabilities due to disabilities will be considered as part of any action that is possible in line with the policy. This is	n/a



		<p>detailed in section 13 of the policy, Support for tenants</p> <p>The policy is available in large print and braille on request.</p>	
Gender Reassignment	Neutral	<p>No negative impacts have been identified in relation to this protected characteristic. If, once the policy is implemented, such an impact is identified, mitigating action will be taken to ensure the needs of the tenant are met.</p>	n/a
Marriage and Civil Partnership	Neutral	Applicable only to employment legislation	n/a
Pregnancy and Maternity	Positive	<p>Any vulnerabilities will be considered as part of any action that is possible in line with the policy. This is detailed in section 13 of the policy, Support for tenants</p>	n/a
Race	Positive	<p>No negative impacts have been identified in relation to this protected characteristic. We are, however, mindful of the potential need for information to be provided in alternative languages to meet the needs of tenants whose first language is not English. In such instances, the Council will make information available in another language on request.</p>	n/a
Religion or Belief	Neutral	<p>No negative impacts have been identified in relation to this protected characteristic. If, once the policy is implemented, such an impact is identified, mitigating action will be taken to ensure the needs of the tenant are met.</p>	n/a
Sex	Neutral	<p>No negative impacts have been identified in relation to this protected characteristic.</p>	n/a
Sexual Orientation	Neutral		n/a



		No negative impacts have been identified in relation to this protected characteristic.	
<b>Other Factors requiring consideration</b>			
Socio-Economic Impacts	Neutral	The council will ensure that no tenant is negatively impacted by this policy	n/a
Carers (those who provide unpaid care to a family member, friend or partner)	Neutral	Any vulnerabilities will be considered as part of any action that is possible in line with the policy. Where required, a Support Plan will be agreed for the decant process	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.
<b>Group/Organisation</b>
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.
<b>Negative Impact</b>
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.	
<b>Question</b>	<b>Explanation / justification</b>
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No risk identified based on the above assessment.
<b>Final Decision</b>	<b>Tick</b> <b>Include any explanation/justification required</b>



1. <b>No barriers</b> identified, therefore activity will proceed	x	
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias		
4. <b>Barriers and impact identified</b> , 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 <b>proceed with caution</b> 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?**

#### Sign off

Name and job title of person completing this EIA	Sarah McQueen, Head of Housing
Officer Responsible for implementing the policy/function etc	Sarah McQueen, Head of Housing
Date Completed	7 <sup>th</sup> January 2025
Line Manager	Alison Hall Wright
Date Agreed (by line manager)	30 <sup>th</sup> April 2025
Date of Review (if required)	April 2026

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](mailto: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.