

Decant Policy

Equality Impact

Assessment



Decant Policy Equality Impact Assessment

What is being assessed?	Decant Policy		
Name of policy/service being assessed:			
Date the policy was being produced/completed:	15.10.2024		
What is the main purpose (aims / objectives) of this service? Policies / Guidelines etc. should have a clear set of aims and objectives. Summarise and list the overall aims and objectives of the policy.	<p>The policy aims to set out our policy approach to cases where a resident has to move from their home either permanently or temporarily (called a Decant). This can happen for a number of reasons, such as disrepair, works which would be too hazardous or disruptive for the resident to stay, or because of demolition/redevelopment/</p> <p>The policy explains when and why a decant might be necessary, what payments and support a resident may be able to access, and how residents will be supported to find alternative housing.</p>		
Is this a new policy or an existing policy being reviewed?	Reviewed.		
Will employees, customers, or stakeholders be affected by this policy?	Employees	Customers	Stakeholders
Have employees, customers, or stakeholders been involved in the development of this policy?	Employees	Customers	Stakeholders
8.If yes, who have you involved and how have they been involved? (Name and groups that you have involved or consulted with during	<p>WHA Scrutiny Panel – general review of a service policy.</p> <p>No discriminatory issues found.</p>		

<p>the Equality Impact Assessment, Provide a brief summary of how they have been involved and what they said – positive or negative.</p> <p>For example, asking disabled people about access issues. Involving people with protected characteristics in training, policy review, satisfaction surveys etc.)</p>	
<p>What consultation method(s) did you use?</p> <p>(For example: focus groups, face-to-face meetings, questionnaires etc.</p> <p>The purpose of the consultation is to outline to the specific groups how the implementation of the policy will affect them and to raise awareness between the groups. State how you will do this, e.g. focus groups, face-to-face meetings, questionnaires etc.)</p>	<p>In-person Scrutiny Panel meetings</p>
<p>How are any changes / amendments to the policy communicated?</p> <p>(For example: meetings, emails, newsletter etc.</p> <p>State how any changes/amendments to the</p>	<p>The final document has been shared with EMT/SMT, colleagues via our intranet and customers via WHA's website.</p>

policy will be communicated. State how the policy is made aware to all concerned, i.e. meetings, emails etc.)

Do you have any evidence or a belief that the design / implementation of this policy / guidelines, has a positive or negative impact on:

- Age Equality
- Disability Equality
- Gender Reassignment Equality
- Marriage & Civil Partnership Equality
- Pregnancy & Maternity Equality
- Religion or Belief Equality
- Sex Equality
- Sexual Orientation Equality
- Race Equality

Questions to consider:

- Are there any barriers which could impact on how different groups might benefit from this policy?
- Does this policy promote the same choices for different groups as everybody else?
- Could any of the following group's experience of this policy be different?
- Does this policy address the needs and potential barriers of these groups?

Please state where you think that the policy could have a positive impact on any of the Equality Groups or contribute to promoting equality, equal opportunities or improving relations within Equality Groups.

Example of positive impacts: information can be made available on request in large print.

Please state where you think that the service could have a negative impact on any of the Equality Groups, i.e. it could disadvantage them.

Example of negative impacts: only accepting complaints in writing (can disadvantage people who do not use English as their first language and people whom written communication is not a strong cultural norm like British Sign Language Users), recruitment drive scheduled during Ramadan.

Age	<p>Older people may face additional challenges when going through a decant because they may be less physically able. There could also be an increased risk of social isolation if moved to a new locality.</p>
Disability	<p>Someone with a disability may need additional support to move. They may also need consideration to be given to any adaptations in their home, which would need to be relocated or recreated in a new home.</p> <p>There may be factors to consider in relation to Mental Health, such as increased sensitivity to the disruption and stress of moving, the possibility of isolation or a loss of support networks in a new locality.</p>
Gender reassignment	
Marriage and civil partnership	
Pregnancy and maternity	<p>A pregnant woman may require additional help with a move.</p> <p>There are likely to be additional challenges to families with children to move, including the potential for disruption to school.</p>
Race	<p>Consideration may be given to whether someone is able to remain in a community/locality in which they feel comfortable.</p> <p>85% of people in the North West of England are white. The next largest category is Asian (8.4%), Black (2.3%) and mixed (2.2%). The North West therefore is slightly less diverse than England overall, where 81% of people are White, but it is clear that there is</p>

	<p>significant diversity, and that it will be important to ensure that a wide range of people are included in any engagement on the policy.</p>
Religion or belief	<p>Consideration may be given to the appropriateness of a new or temporary home for cultural or religious reasons.</p> <p>The proximity to places of worship or a community of people of the same religion may be an appropriate consideration.</p>
Sex	<p>There may be examples where someone lives in single-sex accommodation and this needs to be considered in offers of alternative accommodation.</p>
Sexual Orientation	
People with caring responsibilities	<p>Carers may need to remain within a close proximity to someone they care for.</p>
People with lower socio-economic backgrounds	<p>Consideration should be given to the costs associated with moving. For example, someone may be entitled to financial support to move, but may struggle to pay the costs up front and wait to be reimbursed.</p> <p>Economic Inactivity in the North West is higher than in the UK overall, and this is more likely in the North West to be due to temporary or long term sickness.</p> <p>A higher proportion of people in the North West claim unemployment benefits than the UK as whole.</p>

	<p>Full time weekly pay is significantly lower in the region than the national average.</p> <p>A quarter of children in the North West live in relative poverty and a fifth live in absolute poverty, these are both significantly higher rates than the UK average.</p>		
In relation to each group, are there any areas where you are unsure about the impact and more information is needed to undertake the assessment?			
How are you going to gather this information?			
To identify whether this service / policy is a high priority area and if a Full EIA (Stage 2) is required, please answer the following questions:			
Is there a potential for less favourable treatment of equality groups to occur?	Yes	No	Assessed on an individual basis
Would this service / policy have a significant impact on equality and diversity issues?	Yes	No	Assessed on an individual basis
Does / could work in this area (service / policy) provide an opportunity to reduce discrimination?	Yes	No	Assessed on an individual basis
Could work in this area (service/policy) allow key equality groups to be engaged and included in service planning and/or decision making?	Yes	No	

Does / could work in this area (service / policy) provide the opportunity to foster good relations between different groups or contribute towards community cohesion?	Yes	No	Assessed on an individual basis
Will / could work in this area (service / policy) lead to procurement of services, good or facilities encouraging diversity?	Yes	No	Assessed on an individual basis
Could work in this area (service / policy) improve access to employment and services for equality groups?	Yes	No	Assessed on an individual basis
Has the issue receive a high profile (community/political/local or national agenda)?	Yes	No	
If equality issues in relation to this service / policy are not addressed is there any potential for adverse impact on particular groups on the business generally?	Yes	No	Assessed on an individual basis
Is the service / policy in line with the objectives set out in the Corporate Social Responsibility Policy?	Yes	No	
If you wish to add any explanatory notes with regards to your answers to question 24, please do so here.			
Is the service / policy an activity with High Priority? Select the number of questions from question 24 you have answered "Yes" to:	0-2 Low Priority	3-5 Medium Priority	6-9 High Priority