

Uttlesford District Council

Fast-track equality impact assessment (EqIA) tool

What is this tool for?


This tool will help you to assess the impact of existing or new strategies, policies, projects, contracts or decisions on residents and staff. It will help you to deliver excellent services, by making sure that they reflect the needs of all members of the community and workforce.

What should be equality impact assessed?

You only need to equality impact assess strategies, policies, projects, contracts or decisions that are **relevant** to equality. If you are not sure whether your activity is relevant to equality take the 'relevance test' on Page 9.


How do I use the tool?

This tool is easy to use and you do not need expert knowledge to complete it. It asks you to make judgments based on evidence.

The tool uses a system of red flags  to give you an indication of whether or not your responses are identifying potential issues. Getting a red flag does not necessarily indicate a problem, but it does mean that your assessment is highlighting issues or gaps in data that may require further investigation or action.


If there is insufficient space to answer a question, please use a separate sheet.

1	Name of strategy, policy, project, contract or decision.	Discretionary Housing Payments	
2	What is the overall purpose of the strategy, policy, project, contract or decision?	The Department of Works and Pensions (DWP) provide funding for extra help at the Local Authorities discretion with shortfalls in rent.	
3	Who may be affected by the strategy, policy, project, contract or decision?	<input checked="" type="checkbox"/> Residents <input type="checkbox"/> Staff <input checked="" type="checkbox"/> A specific client groups (please state): Social Housing tenants may have their eligible rent used in calculating benefit entitlement reduced by 14% or 25% if they are under accommodating their property.	
4	Responsible department and Head of Division.	Department:	Revenues & Benefits
		Head of Division:	Stephen Joyce
5	Are other departments or partners involved in delivery of the strategy, policy, project, contract or decision?	<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes, UDC Benefit service is working alongside UDC Housing Dept and Social Landlords to identify where there may be a need for extra financial help in paying rent.	
Gathering performance data			
6	Do you (or do you intend to) collect this monitoring data in relation to any of the following <u>diverse groups</u> ?	<input checked="" type="checkbox"/> Age <input type="checkbox"/> Sex <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Religion & Belief <input type="checkbox"/> Marriage and Civil Partnerships	<input checked="" type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Pregnancy and Maternity <input checked="" type="checkbox"/> Rural Isolation

7	How do you (or how do you intend to) monitor the impact of the strategy, policy, project, contract or decision?	<input checked="" type="checkbox"/> Performance indicators or targets <input type="checkbox"/> User satisfaction <input checked="" type="checkbox"/> Uptake <input type="checkbox"/> Consultation or involvement <input checked="" type="checkbox"/> Workforce monitoring data <input checked="" type="checkbox"/> Complaints <input type="checkbox"/> External verification <input checked="" type="checkbox"/> Eligibility criteria <input type="checkbox"/> Other (please state): <input type="checkbox"/> None 

Analysing performance data

8 Consider the impact the strategy, policy, project, contract or decision has already achieved, measured by the monitoring data you collect. Is the same impact being achieved for diverse groups as is being achieved across the population or workforce as a whole?

- Yes *
- No*
- Insufficient 
- Not applicable

**Please state your evidence for this, including full document titles and dates of publication for audit purposes. Where applicable please also state the nature of any issues identified:*

The changes impact only on working age households currently in receipt of Housing Benefit.

9 Is uptake of any services, benefits or opportunities associated with the strategy, policy, project, contract or decision generally representative of diverse groups?

- Yes *
- No*
- Insufficient
- Not applicable

**Please state your evidence for this, including full document titles and dates of publication for audit purposes. Where applicable please also state the nature of any issues identified:*

Checking delivery arrangements

10 You now need to check the accessibility of your delivery arrangements against the requirements below. Click on the hyperlinks for more detailed guidance about the minimum criteria you should meet.

If assessing a proposed strategy, policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.


	Yes	No	N/A
The premises for delivery are accessible to all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox" value="Y"/>
All affected claimants will receive a letter explaining how the changes will affect impinge on them.	<input type="checkbox" value="Y"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation mechanisms are inclusive of all Housing Benefit claimants of working age.	<input type="checkbox" value="Y"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you answered 'No' to any of the questions above please explain why giving details of any legal justification.

Checking information and communication arrangements

11 You now need to check the accessibility of your information and communication arrangements against the requirements below. Click on the hyperlink for more detailed guidance about the minimum criteria you should meet.

If assessing a proposed strategy policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.

	Yes	No 	N/A
Customer contact mechanisms are accessible to all.	<input type="checkbox" value="Y"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic, web-based and paper information is accessible to all.	<input type="checkbox" value="Y"/>	<input type="checkbox"/>	<input type="checkbox"/>
Publicity campaigns are inclusive of all.	<input type="checkbox" value="Y"/>	<input type="checkbox"/>	<input type="checkbox"/>
Images and text in documentation are representative and inclusive of	<input type="checkbox" value="Y"/>	<input type="checkbox"/>	<input type="checkbox"/>

all.

If you answered 'No' to any of the questions above please explain why, giving details of any legal justification.

Future Impact

12 Think about what your strategy, policy, project, contract or decision is aiming to achieve over the long term and the ways in which it will seek to do this. This is your opportunity to take a step back and consider the practical implementation of your strategy, policy, project, contract or decision in the future. As well as checking that people from diverse groups will not be inadvertently excluded from or disadvantaged by any proposed activities, it is also an opportunity to think about how you can maximize your impact, reach as many people as possible and really make a difference to the lives of everyone in Uttlesford regardless of their background or circumstances.

Is it likely to inadvertently exclude or disadvantage any diverse groups?

- No
 Yes
 Insufficient evidence

*Please state any potential issues Identified.

OVERVIEW

70,000 residents
Demographic make up according to diverse groups.

The changes are to working age low income households

Improvement actions

13 If your assessment has highlighted any potential issues or red flags, can these be easily addressed?

In cases of exceptional hardship a small sum will be made available for discretionary awards.

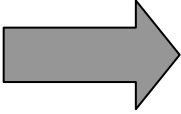
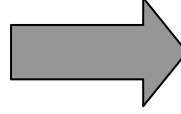
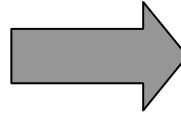
- Yes
 No
 Not applicable

**If Yes, please describe your proposed action/s, intended impact, monitoring arrangements implementation date and lead officer:*

Implementation date is 1 April 2013.

Lead Officer : Susan Mustill

A Discretionary Housing Payment facility is available to be used with consideration to the household's needs together with their income and capital.

Making a judgement – conclusions and next steps		
14	Following this fast-track assessment, please confirm the following:	
	<input checked="" type="checkbox"/> There are no inequalities identified that cannot be easily addressed or legally justified	 No further action required. Complete this form and implement any actions you identified in Q13 above
	<input type="checkbox"/> There is insufficient evidence to make a robust judgement.	 Additional evidence gathering required (go to Q17 on Page 7 below).
	<input type="checkbox"/> Inequalities have been identified which cannot be easily addressed.	 Action planning required (go to Q18 on Page 8 below).
15	If you have any additional comments to make, please include here.	<input type="checkbox"/> None
Completion		
16	Name and job title (Assessment lead officer)	Sue Mustill Benefit Manager
	Name/s of any assisting officers and people consulted during assessment:	Sue Mustill, Caroline Saych, Stephen Joyce
	Date:	March 2013
	Date of next review:	October 2013
	<i>For new strategies, policies, projects, contracts or decisions this should be one year from implementation.</i>	