

Equality and Ruralty Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet

Once completed a copy should be emailed to cheryl.sloan@publicagroup.uk to be signed off by an equalities officer before being published.

1. Persons responsible for this assessment:

Names: Paula Massey, Enabling Manager	
Date of assessment: 14 th November 2024	Telephone: 01594 810000 Email: paula.massey@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

Disabled Facilities Grant Policy Is this a new or existing one? Existing

3. Briefly describe it aims and objectives

The Policy brings all Gloucestershire districts together to ensure equity for people with disabilities and enable a countywide statement of intent, (local delivery differences where appropriate) and is presented following template guidance from Foundations, the National Body for Disabled Facilities Grants in England. To ensure there will be no negative impact on service provision, the community, the reputation of the council and that there will be no financial risk.

4. Are there any external considerations? (e.g. Legislation/government directives)

The updated Policy, is subject to availability of funding from the Better Care fund annual allocation and the provision of Discretionary Grants (DDFG), subject to availability of funding and under the Regulatory Reform Order 2002.

5. What evidence has helped to inform this assessment?

Source		If ticked, please explain what
Demographic data and other statistics, including census findings	✓	<p>People’s needs in Gloucestershire are changing. Demographic predictions indicate that over the next 20 years there will be a disproportionate growth in the older population of Gloucestershire, accounting for 38% of growth. Within this cohort the largest increase will be in those aged 85 and over (84%). Every district of Gloucestershire is expecting to see a dramatic increase in their 65+ population over the next 20 years and especially in their population of over 85s.</p> <p>How is the population of Gloucestershire going to change over next 25 years? Gloucestershire County Council</p>
Recent research findings including studies of deprivation	✓	<p>A key challenge identified in Gloucestershire’s 2024 Market position statement is that of providing appropriate housing and enabling people to remain in their own homes for as long as possible – DFG’s are clearly a cornerstone of meeting this challenge.</p> <p>Gloucestershire market position statements Gloucestershire County Council</p> <p>Severely disabled children and their families can face a challenging situation in finding housing with insufficient accessible housing available across the County. The DFG is used to extend properties for these families and these building costs far exceed the mandatory £30,000.00 limit. This need is addressed within the Statement, with</p>

		discretionary top up grants considered and provided in all Districts; further, the County Council is working with the districts to promote the building of accessible housing to reduce the burden on the DFG.
Results of recent consultations and surveys	n/a	The Council has a Statutory duty to provide Disabled Facilities Grants.
Results of ethnic monitoring data and any equalities data	n/a	
Anecdotal information from groups and agencies within Gloucestershire	✓	Discussions being held in the Gloucestershire Strategic Housing Partnership and Countywide Community Alarm Group that includes representatives from District Councils, Senior NHS, Integrated Commissioning Board.
Comparisons between similar functions / policies elsewhere	✓	The Policy is presented following template guidance from Foundations, the National Body for Disabled Facilities Grants in England.
Analysis of audit reports and reviews	n/a	
Other:	n/a	

6. Please specify how intend to gather evidence to fill any gaps identified above:

n/a

7. Has any consultation been carried out?

The Council has a Statutory duty to provide Disabled Facilities Grants.
 The policy has been developed through consultation with Gloucestershire County Council, the Integrated Care Board and the NHS plus all six district councils in the County.

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact? • Applicants for disabled facilities grants	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			<input checked="" type="checkbox"/>		
Age – Old People		<input checked="" type="checkbox"/>		Enable them to continue to receive additional support utilising Discretionary Disabled Facility Grant funds where appropriate.	
Disability		<input checked="" type="checkbox"/>		As above	
Sex – Male			<input checked="" type="checkbox"/>		
Sex – Female			<input checked="" type="checkbox"/>		
Race including Gypsy and Travellers			<input checked="" type="checkbox"/>		
Religion or Belief			<input checked="" type="checkbox"/>		
Sexual Orientation			<input checked="" type="checkbox"/>		
Gender Reassignment			<input checked="" type="checkbox"/>		

Pregnancy and maternity			✓		
Geographical impacts on one area		✓		Moves towards equity across the county of Gloucestershire	
Other Groups					
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			✓		

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale

11. Is there is anything else that you wish to add?

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Declaration

We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Paula Massey, Enabling Manager and Deputy Designated Safeguarding Lead	Date:	14/11/2024
Line Manager:	Susan Hughes, Business Manager Support and Advice and Designated Safeguarding Lead	Date:	20/11/2024
Reviewed by Corporate Equality Officer		Date:	

