



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> completing the evaluation Ian Bakewell</p> <p><b>Phone no:</b> 01633 644479 <b>E-mail:</b> ianbakewell@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>Removal of Means Testing for Small &amp; Medium Sized Disabled Facilities Grants</p>
<p><b>Name of Service area</b></p> <p>Housing &amp; Communities</p>	<p><b>Date</b></p> <p>14th February 2022</p>

**1. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>This proposal positively affects people of all ages who need an adaptation due to disability</p> <p>The priority focus is to remove barriers that may impact on the delivery of an adaptation.</p>	None	No negative impacts will arise as a result of this policy change and will complement other changes such as staffing changes in 2021, the implementation of new grants software and establishing a contractor framework.
Disability	The proposal positively affects disabled people.	As above	As above

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Gender reassignment	As above	As above	As above
Marriage or civil partnership	As above	As above	As above
Pregnancy or maternity	As above	As above	As above
Race	As above	As above	As above
Religion or Belief	.As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above

## **2. The Socio-economic Duty and Social Justice**

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>

<b>Socio-economic Duty and Social Justice</b>	There will be an indirect benefit in respect of this policy as it supports employment through contractors who install adaptations and associated supply chains	There are no negative impacts of the proposal.	N/A
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### 3. Policy making and the Welsh language.

<b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b>	<b>Describe the positive impacts of this proposal</b>	<b>Describe the negative impacts of this proposal</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b>
<b>Policy Making</b>  Effects on the use of the Welsh language,  Promoting Welsh language  Treating the Welsh language no less favourably	Welsh Language will be factored into those areas of services where there is written information. Such examples where bi-lingual can be applied include: <ul style="list-style-type: none"> <li>• Standard letters</li> <li>• Website information</li> <li>• Hard information eg flyers</li> </ul>	None	N/A
<b>Operational</b>  Recruitment & Training of workforce	There is no requirement for Welsh speakers in respect of operational delivery and, therefore, recruitment and training. Welsh speakers are however, positively encouraged to apply for vacancies.  Existing staff are encouraged through the Council's training unit to access Welsh lessons.	None	At present there are two members of the wider Housing team who have taken up this opportunity.
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	Actions to improve the Council's delivery of the disabled adaptation service provide an opportunity to promote that anyone approaching the Council in respect of homelessness can deal with the Council in Welsh in person, by phone, email, Twitter, Facebook, letters, forms etc	None	This proposed change is regarded as Part 1 of a two Part policy change. A full review will follow which will factor in Welsh Language opportunities.

**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p><b>Positive:</b> Disabled adaptation is an important policy area for Welsh Government due to the relevance to Health and Social Care service and the benefits of people being able to continue to live safely and independently. Thereby it is strategically important and relevant to the Council.</p> <p>Delivering disabled adaptations as quickly as possible supports cost avoidance in respect of Health and Social Care resources.</p> <p>The existing homes of individuals can be regarded as a key and important resource that should be supported.</p> <p><b>Negative:</b> The impact of this policy could be an increase in demand which may have administrative and budget implications</p>	<p>Monitoring the administration of the programme will be a key action to inform any possible future actions to mitigate against any potential negative impacts.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p><b>Positive:</b> N/A</p> <p><b>Negative:</b> N/A</p>	<p>N/A</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p><b>Positive:</b> Disabled adaptations positively contribute to positive health outcomes for homeless persons. This includes supporting:</p>	<p>Monitoring the administration of the programme will be a key action to inform any possible future actions to mitigate against any potential negative impacts.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<ul style="list-style-type: none"> <li>• Those with a physical disability, particularly through more accessible accommodation.</li> <li>• Health</li> <li>• Social Care</li> </ul> <p>Good housing supports well-being</p> <p><b>Negative:</b> None.</p>	
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p><b>Positive:</b> This proposal supports people to remain living safely and independently at home and to remain living within their home communities.</p> <p><b>Negative:</b> None</p>	As above
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p><b>Positive:</b> This Strategy will contribute positively to this goal. Examples of how the Policy contribute includes:</p> <ul style="list-style-type: none"> <li>• Enabling people to remain living at home safely and independently</li> <li>• Enable disabled people to more easily access adaptations and improves the suitability of their homes.</li> <li>• Supports Health and Social Care</li> <li>• Some adaptations can be recycled eg stairlifts and ramping</li> </ul>	N/A.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	<b>Negative:</b> None	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	<b>Positive:</b> N/A <b>Negative:</b> N/A	N/A
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	<b>Positive:</b> The proposal strengthens the ability of disabled people to remain living at home safely and indendepently <b>Negative:</b> None.	N/A

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p>	<p>Disabled adaptations mitigate against unsustainable scenarios such as:</p> <ul style="list-style-type: none"> <li>• People not being able to be discharged from hospital</li> <li>• Higher care packages eg assisted bathing</li> <li>• Reduces the likelihood of falls and the associated costs</li> <li>• Needing to move to residential or nursing care</li> </ul>	None.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="331 308 510 539">Working together with other partners to deliver objectives</p> <p data-bbox="129 523 295 547"><b>Collaboration</b></p>	<p data-bbox="544 256 1328 323">The delivery of disabled adaptation is based on a partnership approach through the following parties:</p> <ul data-bbox="595 368 1099 544" style="list-style-type: none"> <li>• Housing &amp; Communities</li> <li>• Social Care</li> <li>• Welsh Government</li> <li>• Health</li> <li>• Providers of Maintenance Contractors</li> </ul>	<p data-bbox="1350 256 2103 323">The Council is considering other options for that will support the delivery of adaptations eg discretionary funding.</p>
 <p data-bbox="331 627 510 810">Involving those with an interest and seeking their views</p> <p data-bbox="129 850 295 874"><b>Involvement</b></p>	<p data-bbox="544 627 1328 694">Social Care are a key stakeholder to this policy and will be involved in the proposal.</p>	<p data-bbox="1350 627 1406 651">N/A</p>
 <p data-bbox="331 914 510 1217">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="129 1153 295 1177"><b>Prevention</b></p>	<p data-bbox="544 887 1328 954">The core of this proposal is increased resources being put into living safely and independently.</p> <p data-bbox="544 994 1328 1061">Disabled adaptations mitigate against problems for people due to disability getting worse.</p> <p data-bbox="544 1101 1328 1204">Removing means testing eliminates a potential barrier that some people may use as a reason not to access a disabled facilities grant.</p>	<p data-bbox="1350 887 1406 911">N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal impacts positively on aspects of well-being. The proposal supports well-being in a variety of ways:</p> <ul style="list-style-type: none"> <li>• Being able to remain living at home provides stability eg to remain in the community, remain living near family and friend, remain near local services etc</li> <li>• Housing generally supports and aligns with well-being and helps applicants tackle barriers to well-being. In this instance a potential requirement to pay</li> <li>• Closer links between Housing &amp; Communities and Health and Social Care.</li> </ul>	<p>N/A</p>

**6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	This proposal and the delivery of disabled facilities grants potentially supports safeguarding.	None.	The following are used to mitigate against any negative impacts:  Procedure documents; staff meetings; briefing notes and training
Corporate Parenting	The proposal has a neutral impact on Corporate Parenting.	None.	

**7. What evidence and data has informed the development of your proposal?**

Evidence has been gathered in the following ways:

- Quarterly service activity monitoring

**8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

*.This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template*

**Positive**

The positive benefits of this proposal are:

- Disabled people applying for disabled facilities grants will not have the potential barrier of needing to be means tested for small and medium grants.
- The proposal will reduce timescales for processing applications, thereby, helping the Council to deliver grants more quickly.
- The Council will be eligible for a Welsh Government ENABLE grant uplift.

**Negative**

- There is the potential for demand for DFG's increasing due to applicants not having to contribute financially for small and medium grants. A large increase could impact on processing times, surveying capacity, contractor capacity and could have budget implications. In reality this risk is regarded to be low as the

Council currently passports applicants on certain benefits eg Pension Credits, Personal Independent Payments etc for DFG's under £10,000 without being means tested.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Report to Individual Cabinet Member Decision	7th March 2022	Housing & Communities Manager
Submit to WG	31 <sup>st</sup> March 2022	Housing & Communities Manager

**10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Draft report to Enterprise DMT	14 <sup>th</sup> March 2022	None