

Diversity impact assessment

TITLE

Name / description of the issue being assessed

Right to compensation for improvements

DATE

Date the DIA is completed

December 2016

LEAD OFFICER

Name, title and dept of person responsible for carrying out the DIA.

Katherine Bishop – Business Development Officer

1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

The Right to compensation policy was due to be reviewed and has been updated to ensure that it reflects the current process. There have been no significant policy changes.

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

There currently have been no claims for compensation under the Right to compensation for improvements policy.

3 What is the likely impact of the proposed change?

Is it likely to:

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

| Protected characteristic groups | Adverse impact | Advance equality | Foster good relations |
|---------------------------------|----------------|------------------|-----------------------|
| Age | | | |
| Disability | | | |
| Gender reassignment | | | |
| Marriage/civil partnership | | | |
| Pregnancy/maternity | | | |
| Race | | | |
| Religion/belief | | | |
| Sex | | | |
| Sexual orientation | | | |

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Other (eg low income groups)

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

It has not been identified that this policy will have a negative impact on any protected characteristic. The policy will be applied generically to all of our tenants.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

Complaints and future compensation claims will be monitored to identify any trends and this DIA may need review if any negative trends are identified.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

| Action | Lead | Deadline or review date |
|-----------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------------|
| Monitor Complaints to identify any negative trends with regards to the Right to compensation for improvements policy. | Housing Finance Team Leader | November 2018 |

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

To Proceed with the implementation of the revised policy.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Authorising Officer


Marc Blowers
Head of Housing Management

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Date

15 - 12 - 17

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk

C&A: (Children's Social Care) contact your normal P&I contact

C&A (all other areas): phone 4013 email: chrismckenzie@medway.gov.uk

BSD: phone 2472/1490 email: corppl@medway.gov.uk

PH: phone 2636 email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication
(corppl@medway.gov.uk)

