

# Diversity impact assessment

**TITLE**  
*Name / description of the issue being assessed*

Needs Assessment Policy

**DATE**  
*Date the DIA is completed*

January 2018

**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 Needs Assessment policy is conducted prior to an offer of sheltered housing, to assess the suitability of the perspective resident for Homes for Independent Living.

The Needs Assessment Policy has been updated to ensure that it reflects the current policy 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*

Current number of tenants in Homes for Independent Living Schemes = 281.

There have currently been no complaints regarding the Needs Assessment Policy.

We have the following disability profiling information on our Homes for Independent Living tenants as at 03.08.2016.

Disability Type	Count of people
Mobility Issues	22
Mental Health	8
Unseen Impairment	12
Learning Difficulty	8
Literacy	5
Visual	11

**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**

**Other (eg low income groups)**

#### **4 Summary of the likely impacts**

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

The Needs Assessment Policy applies to all residents living within Homes for Independent Living Schemes. The Needs Assessment Policy may have a negative impact on residents with complex care needs, as the Homes for Independent Living Schemes are unable to offer round the clock care facilities and as such, would be unable to offer a place to residents to require a high level of support.

Residents who are successful in their application will have a Support Plan, which is more detailed and sets out targets and objectives once the tenant has moved in.

#### **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?*

If the applicant has complex health/housing requirements a professional opinion will be sought from other organisations such as a care manager or occupational therapist, before a referral decision is reached. Appropriate actions will then be taken to ensure the required level of care is met

All applicants are informed of the outcome of their Needs Assessment within five working days from the date of the assessment. If the decision outcome is unsuccessful then applicants have the right to appeal and this can be done through our standard reviews process.

Tenants may have a third party present during the assessment if they wish. Translation and Sign language services can also be provided on request.

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## 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 complaints with regards to the Needs Assessment Policy.	Homes for Independent Living Team Leader	January 2019

## 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.*

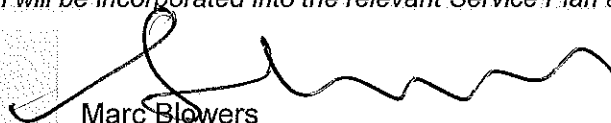
To proceed with the implementation of the revised policy.

## 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

**Date**

18-1-18

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

RCC: phone 2443 email: [annamarie.lawrence@medway.gov.uk](mailto: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](mailto:chrismckenzie@medway.gov.uk)

BSD: phone 2472/1490 email: [corppi@medway.gov.uk](mailto:corppi@medway.gov.uk)

PH: phone 2636 email: [david.whiting@medway.gov.uk](mailto:david.whiting@medway.gov.uk)

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication ([corppi@medway.gov.uk](mailto:corppi@medway.gov.uk))

