

## Initial Equalities Screening Record Form

|   |   |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
|---|---|--|---|---------------|-------|-------------|-------------|----------|-----|-----|-----|--------------|-----|-----|-----|
| <b>Date of Screening:</b>   | <b>Directorate: People</b>  | <b>Section: Early Help and Communities</b>   |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>1. Activity to be assessed</b>   | Discretionary Housing Payment Policy  |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>2. What is the activity?</b>   | <input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change  |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>3. Is it a new or existing activity?</b>   | <input type="checkbox"/> New <input checked="" type="checkbox"/> Existing   |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>4. Officer responsible for the screening</b>   | Sharon Warner   |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>5. Who are the members of the screening team?</b>  | Sharon Warner, Yvonne Slater, Sarah Fitchett  |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>6. What is the purpose of the activity?</b>  | <p>Local authorities have been allocated funding by the Department for Work and Pensions (DWP), to support vulnerable residents who are experiencing difficulty in meeting their rental payments.</p> <p>Local authorities are responsible for how the funding is distributed and have been given significant discretion for setting up the support and determining eligibility in line with guidance. Any funding not spent by the end of the period must be returned to the Department for Work and Pensions.</p> |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>7. Who is the activity designed to benefit/target?</b>   | Vulnerable households in financial hardship who live in rented accommodation  |  |   |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>Protected Characteristics</b>  | <b>Please tick yes or no</b>  | <b>Is there an impact?</b><br>What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both?<br>If the impact is neutral please give a reason. | <b>What evidence do you have to support this?</b><br>E.g equality monitoring data, consultation results, customer satisfaction information etc<br>Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data  |               |       |             |             |          |     |     |     |              |     |     |     |
| <b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b> | Y   | This support will have a positive impact to this characteristic group.   | <p>A financial hardship needs analysis identified that households with disabilities are at far higher risk of poverty than non-disabled households particularly in the working age where poverty rates are double for those that are disabled.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <tr> <td>Poverty Rates</td> <td>Child</td> <td>Working age</td> <td>Pension age</td> </tr> <tr> <td>Disabled</td> <td style="text-align: center;">32%</td> <td style="text-align: center;">38%</td> <td style="text-align: center;">24%</td> </tr> <tr> <td>Not Disabled</td> <td style="text-align: center;">30%</td> <td style="text-align: center;">17%</td> <td style="text-align: center;">17%</td> </tr> </table> | Poverty Rates | Child | Working age | Pension age | Disabled | 32% | 38% | 24% | Not Disabled | 30% | 17% | 17% |
| Poverty Rates   | Child   | Working age  | Pension age   |               |       |             |             |          |     |     |     |              |     |     |     |
| Disabled  | 32%   | 38%  | 24%   |               |       |             |             |          |     |     |     |              |     |     |     |
| Not Disabled  | 30%   | 17%  | 17%   |               |       |             |             |          |     |     |     |              |     |     |     |

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|   |   |   |   | <p>In Q1 of the 2022/2023 year, 51% of individuals accessing citizens advice for support had a disability or long-term health condition.</p> <p>Disabled residents in receipt of low income may be considered eligible for this funding</p>   |
| <b>9. Racial equality</b>               | Y |   | <p>This support will have a positive impact to this characteristic group.</p> | <p>Generation rent assert that renters from a minority ethnic community, are less likely to receive a positive response when applying to rent a home than white applicants. In a 2021 survey, conducted by the housing charity Shelter answered by over 500 black and Asian adults, 14% of black respondents and 10% of Asian respondents said they had experienced discrimination while house hunting.</p> <p>The Race Equality Foundation suggests that legislation also requires landlords to check a tenants status, has contributed to discrimination in the lettings market.</p> <p>Working-age adults in black (22%), Asian (18%), and mixed (18%) households were more likely to be in persistent low income than those from the white ethnic group (10%)</p> <p>This support is offering financial assistance to low income households with a shortfall between benefits and rental costs, of whom a number may be from a minority ethnic community.</p> |
| <b>10. Gender equality</b>              |   | N | Neutral   | <p>There is no anticipated direct impact to this characteristic.</p>  |
| <b>11. Sexual orientation equality</b>  |   | N | Neutral   | <p>There is no anticipated direct impact to this characteristic.</p>  |
| <b>12. Gender re-assignment</b>         |   | N | Neutral   | <p>There is no anticipated direct impact to this characteristic.</p>  |
| <b>13. Age equality</b>                 |   | N | Neutral   | <p>There is no anticipated impact to this characteristic.</p>   |
| <b>14. Religion and belief equality</b> |   | N | Neutral   | <p>There is no anticipated impact to this characteristic.</p>   |

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| 15. Pregnancy and maternity equality   | N  | Neutral                   | There is no anticipated impact to this characteristic.  |
| 16. Marriage and civil partnership equality  | N  | Neutral                   | There is no anticipated impact to this characteristic.  |
| 17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.   | This funding will be targeted only at those in rented accommodation, as the funding requirement is set out in that way. Certain priority groups will be supported including survivors of Domestic abuse, care leavers, residents in poverty                      |                           |   |
| 18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?   | No adverse or negative impacts have been identified but it is noted that there is no equivalent funding provided by Government for those in owner occupied accommodation.  |                           |   |
| 19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?  | The scheme is likely to positively impact hundreds of households across the borough who are in financial hardship. More than 245 applications for DHP have been made since April 2023. The funding for 2024 is uncertain but the budget for 2023/24 was £143,000 |                           |   |
| 20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?   |  | No                        |   |
| 21. What further information or data is required to better understand the impact? Where and how can that information be obtained?  | The council is required to keep records of the applications and decisions. DHP MI is also requested by DWP   |                           |   |
| 22. On the basis of sections 7 – 17 above is a full impact assessment required?  |  | No                        | A full impact assessment is not required as it has been evidenced above that there are no negative impacts to particular groups within the community. |
| 23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed. |  |                           |   |
| <b>Action</b>  | <b>Timescale</b>   | <b>Person Responsible</b> | <b>Milestone/Success Criteria</b>   |
| Promotion of the application route through the community engagement team and wider networks to increase awareness amongst seldom heard communities to apply if relevant.   | April 24–<br>Mar 25  | Sharon Warner             | 100% of funding spent   |

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| <b>24. Which service, business or work plan will these actions be included in?</b>  | Welfare Team, Financial Inclusion Service   |  |       |
| <b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b> | <p>Considered previous distribution of funding and other recent government funding.</p> <p>Gathered information on how other authorities have previously spent the funding and plans for the current phase.</p> |  |       |
| <b>26. Assistant Director/Director signature.</b>   | Signature:  |  | Date: |