



## **Equality Impact Assessment** - To be completed using the checklist of questions at the end of the table

**Title of work being assessed: The adoption of the Hoarding in council Properties Policy**

### **Introduction**

This policy outlines Exeter City Council's (ECC) Housing Services approach identifying and dealing with hoarding and clutter in Council properties. The policy sets out why hoarding is considered a problem and what the risks are to the residents in and around the property where it is occurring and to ECC.

Within the policy it refers to tenancy management, health and safety, safeguarding, partnership working, tenancy enforcement and equality and diversity.

**Lead officer:** Lawrence Blake

**Service Manager:** Lawrence Blake

**Stakeholders:** Environmental Health, Policy Unit and Housing Assets Compliance team.

For each of the areas below, an assessment has been made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation are included. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	<b>Neutral</b>	<b>Positive</b>	<b>Negative</b>
<b>Protected characteristic/ area of interest</b> <b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers asylum seekers etc.)	Little or no impact as hoarding is not restricted to one particular ethnicity or tenure.		
<b>Disability</b> (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This can include mental health conditions, long term illnesses such as cancer and HIV, cognitive issues, learning disabilities and sensory impairments)		<p>By not dealing effectively with hoarding there is an increased risk of fire. It is possible that a person with a disability may have restricted mobility and as such could not exit a property or block of flats in the event of a fire. By effectively tackling hoarding the risk of fire is reduced and this would be a positive impact.</p> <p>There is also the impact of hoarding on other vulnerable residents possibly living in the same block as a hoarder. They would be subject to the same risks although the council has fitted individual fire doors to each unit within blocks to mitigate this risk.</p>	<p>If a tenant with a physical disability was the hoarder it is possible working with them towards the removal of the clutter may prove problematic. Officers would need to ensure reasonable adjustments were made.</p>
<b>Sex/Gender</b>	Little or no impact as hoarding is not a higher risk in one particular gender or sex.		

<p><b>Gender reassignment</b></p>	<p>Little or no impact as hoarding is not a higher risk amongst people who have transitioned from one gender to another</p>		
<p><b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions)</p>	<p>Little or no impact as hoarding is not restricted to any particular religion or beliefs.</p>		
<p><b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual)</p>	<p>Little or no impact as hoarding is not restricted to any sexual orientation.</p>		
<p><b>Age</b> (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).</p>		<p>By not dealing effectively with hoarding there is an increased risk of fire. It is possible that an elderly persons may have reduced mobility and as such could not exit a property or block of flats in the event of a fire. By effectively tackling hoarding the risk of fire is reduced and this would be a positive impact.</p>	<p>When working with a more elderly tenant that is a hoarder the removal of clutter may prove problematic from a practical point of view (physically moving items out for example). Officers would need to ensure reasonable adjustments were made.</p>
<p><b>Community relations</b></p>			<p>Whilst a tenant that is a recognised hoarder maybe assessed as having mental health issues and be considered as having a protected characteristic ECC has a wider obligation to the</p>

			community in particular tenants and leaseholder residing in the same block where there is an increased risk of a fire. This is mitigated by the fitting of fire doors to each flat, regular property inspections and working in partnership with hoarding specialist and adult social services to take positive steps to resolve the issue.
<b>Human Rights</b>			
<b><u>Actions identified as a result of the impact assessment (these should be SMART):</u></b>			
<b>Action</b>	<b>Lead</b>	<b>By when</b>	

	<b>Equality Impact Assessment Report Questions checklist taken from the EQIA Toolkit – please note this is for reference purposes only. Not all questions will need to be answered in full.</b>
<b>1.</b>	Describe the piece of work you are assessing and the reason it is being carried out. Are you: <ul style="list-style-type: none"> <li>○ Making a strategic budget proposal</li> <li>○ <b>Developing a new policy, strategy or project</b></li> <li>○ Reviewing and revising a policy, strategy or project</li> <li>○ Reviewing a function or a service</li> <li>○ Restructuring a service.</li> </ul> Include any options appraisal and if you have a preferred option explain why.
<b>2.</b>	What are the timescales for completing the work? What committee deadlines do you have to meet? June Scrutiny and Executive
<b>3.</b>	What are the aims and objectives of the work? How do these link to wider council or strategic objectives. The provision of high quality, value for money services, being a well-run council and building great neighbourhoods.

<b>4.</b>	Who will be the main beneficiaries of the piece of work and in what way? All people in Exeter? Council staff? A specific stakeholder group? A combination of these? The residents of Council homes and leaseholders and staff.
<b>5.</b>	What data do you have on how different groups would be affected by the work?  We have visited all of our properties and have knowledge of where hoarding is currently occurring. We also have access to national statistics in relation to hoarding. Studies have indicated that hoarding behaviour does not favour a particular gender, age, ethnic background, socio-economic status, educational /occupational history or tenure.
<b>6.</b>	What research studies or reports have been carried out in other areas of the country or nationally that provide information about the likely impact of your work on equality groups?
<b>7.</b>	What consultation has taken place or is planned with customers (individuals and groups) from equality groups?  The chartered institute of housing studies conclude that hoarding is not the preserve of any group of people.
<b>8.</b>	What does the consultation indicate about any differential positive or negative impact(s) of this piece of work?
<b>9.</b>	If there are gaps in your previous or planned consultation and research are there any experts/relevant groups that can be contacted to get further views or evidence on the issues? If so please explain who they are and how you will obtain their views.
<b>10.</b>	If you have indicated there is a negative impact on any group, is that impact Legal; Intended; of high or low impact? I  The negative impact will be negated by the use of impact assessments and individual EQIA's on each case as action is taken
<b>11.</b>	If you identified any negative impact that is of low significance, can you minimise or remove it? If so how?
<b>12.</b>	Could you improve the strategy/policy/project's positive impact and if so how?  The policy will have a positive impact ensuring a consistent and effective understanding of our policy in relation to hoarders.
<b>13.</b>	How do you intend to continue monitoring the impact of this strategy/policy/project?  This will be carried out during the 3 yearly reviews of the policy.
<b>14.</b>	If there are gaps in your evidence base, do you need to carry out any further research about the likely impact of your work on equality

	groups?
	<b>There might be a time delay here as you will need to get the results of your consultation before you can continue working your way through the questions.</b>
<b>15.</b>	As a result of this assessment and available evidence collected, including consultation, what if any changes do you need to make to the strategy/policy/project?
<b>16.</b>	Will the changes planned ensure that the negative impact is: Legal; Intended; of low impact?
<b>17.</b>	What monitoring/evaluation/review process have you set up to check the successful implementation of the strategy/policy/project?
<b>18.</b>	How will this monitoring/evaluation further assess the impact on the equality groups/ensure the strategy/policy/project is non-discriminatory?
<b>19.</b>	Please provide an action plan showing any recommendations that have arisen from the assessment and how you plan to take them forward. Are your actions SMART (specific, measurable, achievable, relevant and time-based).
<b>20.</b>	When will you next review this work and the impact assessment?  3 years