

EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service/ Team	Housing
Title of the activity etc.	Procedure for dealing with hoarding
Type of Activity	Procedure
Aims of the activity	To introduce a new procedure that sets out the steps that Housing Staff can take/support they can get when dealing with hoarding as a housing management issue
Author(s) & Title(s)	Fiona Ross

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Live cases of hoarding amongst ARK tenants
Internal consultation with staff and other services affected.	<ul style="list-style-type: none"> • ARK Housing team • Care & Support staff supporting tenants who are hoarding
External consultation (partner organisations, community groups etc).	<ul style="list-style-type: none"> • TC Young Solicitors
External data (census, available statistics).	Review of guidance and materials produced by Life-Pod (https://life-pod.co.uk/)
Other (general information as appropriate).	Procedure was developed after Rachel Cooper attended a one day conference, International Hoarding Conference, facilitated by Life-Pod.

Stage 3: Evidence Gaps.

Are there any gaps in the information you currently hold?

No

Stage 4: Measures to fill the evidence gaps.

What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.

Measures:

Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger				
Age – Older				
Disability	Yes			
Race – (includes Gypsy Travellers)				
Religion or Belief				
Gender – male/female				
Pregnancy and maternity				
Sexual orientation – (includes Lesbian/ Gay/Bisexual)				
Gender reassignment – (includes Transgender)				
Marriage and Civil Partnership				

Stage 6: What are the positive and negative impacts?

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
<p>Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.</p>	<p>Hoarding Disorder is recognised by the World Health Organisation as a distinct and complex mental health condition. As such it can be defined as a disability in terms of the Equality Act 2010. At present there is a potential negative impact on tenants with this protected characteristic in that they may lose their tenancy without relevant support and assistance. However, the risk of losing a tenancy due to hoarding behaviour was always there in terms of ARK's SST/ Occupancy agreement, which make it clear that failure to maintain a property to a reasonable standard may result in eviction. Therefore in this case the impact of this procedure is considered to be positive as it ensures that a supportive framework is implemented for relevant tenants with this protected characteristic</p>	

Stage 7: Have any of the affected groups been consulted?

<p>If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?</p>	<p>No. Attended the one day conference on Hoarding.</p>
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Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	Tenants/staff may complain about hoarding behaviour of other tenants. This procedure and relevant information will be shared with all parties to ensure that they are better informed of the disorder and the actions that ARK will take.

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?	
This procedure sets out steps that will hopefully lead to those with a hoarding disorder being supported in a positive way, allowing them the equality of opportunity to maintain their basic human right to a home.	

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	We will monitor the number of cases of hoarding that we deal with and the action that is taken.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	This procedure mitigates the risk associated with hoarding disorder amongst disabled tenants.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.

3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

This procedure is aimed at mitigating the risks associated with potential eviction, by ensuring that ARK implements supportive measures in the first instance.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service/ Team	Housing	
	2) Title of Policy/Activity	New Procedure (if appropriate)	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Fiona Ross Position: Head of Housing Services Date: 27.05.2019 Signature:	Name: Position: Date: Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:
	5) If the EIA relates to a matter that has to go before the Board or a Sub-Committee, this form, and any supporting assessment documents, should be submitted alongside the relevant paper.	Date:	
6) EIA author sends a copy of the finalised form to ARK's Quality and Compliance Team	Date:		

