

EQUALITY SCREENING

Equality Impact Assessment guidance should be considered when completing this form.

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Hoarding Policy	Luisa Cantore-Norris

A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?
<p>This policy aims to set out how Runnymede will respond to hoarding cases and what tenants are expected to do to ensure their safety and well-being.</p> <p>The policy aims to;</p> <ul style="list-style-type: none"> • Develop an understanding of why hoarding has occurred and to put an action plan in place to help tenants manage their environment. • Have a flexible approach in developing and maintaining our tenant relationship where hoarding is identified. • Promote safeguarding and multi-agency working. • Work with partners to deliver specialist services for and with our tenants who need it. • Promote fire safety and mitigate the risk of fire. • Ensure the health and safety of all the Council's residents.

B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential on the basis of adverse impacts or unlawful discrimination.
<p>The Protected Characteristics are; Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.</p> <p>Hoarding can be associated with a family history, lack of relationship with family or friends, experience of deprivation, struggling to cope with a stressful event, growing up in a cluttered home and other mental health conditions.</p> <p>This policy doesn't negatively impact on any of the protected characteristics. However, this policy should have a positive impact on tenants with a disability including any mental health issues or lack of mental capacity. Hoarding is considered a mental disorder, and this policy would impact hoarders as the council may require them to take action they may not want to take e.g. dispose of items they hoard, change their behavior etc. However, actions required will be considered on a case by case basis and use other agencies' expertise if required to support tenants. Consideration will also be given to mental capacity to determine if customers have the capacity to understand and make informed decisions regarding their hoarding behavior.</p> <p>Each case will be assessed on an individual basis and support/response will be appropriate based on the circumstances of the person involved.</p> <p>At present we do not hold any data, but we will look at recording hoarding cases.</p>

If the policy, function or activity is considered to be relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.

C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if there it is considered that there is an impact on any Protected Characteristics but that measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.

This policy does not require a full impact assessment as the policy aims to have a positive impact on all customers as hoarding can increase risks such as fire hazard, structural damage, diseases, injury, infestation, social isolation and impact on mental health. This policy will hope to minimize these risks by working with tenants who are hoarding as appropriate.

This policy will also streamline the Council's approach to dealing with hoarding cases and ensure each case is assessed on a case-by-case basis and referrals sent to other support services where required.

This screening assessment will need to be referred to the Equality Group for challenge before sign-off.

Date completed:

Sign-off by senior manager: