

# Equality Impact and Outcome Assessment (EIA) Template - 2015

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users. They analyse how all our work as a council might impact differently on different groups. They help us make good decisions and evidence how we have reached these decisions.

For further support or advice please contact the Communities, Equality and Third Sector Team on ext 2301.

## 1. Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed<sup>1</sup>.

Title of EIA <sup>2</sup>	Consultation on possible closure of Tower House Day Centre	AS 32
Team/Department <sup>3</sup>	Adult Provider Services	
Focus of EIA <sup>4</sup>	<p>Committee agreed to a three month consultation with all members, and carers as appropriate, currently using Tower House. The purpose of the consultation will be to explore the options available for meeting the needs of members in a more cost-effective way. The options are:</p> <ol style="list-style-type: none"> <li>1. <i>To maintain the existing day centre service at Tower House, reviewing options to deliver this in a more cost effective way, including, if necessary, reducing the level of provision;</i></li> <li>2. <i>That people are supported to receive a personal budget and choose alternative activities if possible;</i></li> <li>3. <i>That people are supported to move to an alternative day service that meets their needs and can be provided in a more cost effective way.</i></li> <li>4. <i>For Council Officers to explore opportunities to cross subsidise the service by using the facility for other uses on evenings and weekends</i></li> </ol> <p>Consultation is done via: group meetings with members; group meetings with family members; questionnaires sent to families; members supported by staff or family to answer questionnaires; the offer of individual meetings for members and/or families.</p>	

<p><b>Protected characteristics groups from the Equality Act 2010</b></p>	<p><b>What do you know<sup>5</sup>?</b> Summary of data about your service-users and/or staff</p>	<p><b>What do people tell you<sup>6</sup>?</b> Summary of service-user and/or staff feedback</p>	<p><b>What does this mean<sup>7</sup>?</b> Impacts identified from data and feedback (actual and potential)</p>	<p><b>What can you do<sup>8</sup>?</b> All potential actions to:</p> <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<p><b>Disability<sup>9</sup></b></p>	<p>All members have disabilities and/or long-term health issues. These are recorded on local and central databases. Care First Data Primary Need: Learning Disability = 1.33% Memory and Cognition = 7% Mental Health Support = 1.33% Physical Support Access &amp; mobility only = 4% Physical Support – personal care = 75% Sensory Support 1.33% Social Support= 9%</p>	<p>Members have expressed concern about loss of friendships and difficulty finding other day support suitable to their needs</p>	<p>People on the autism spectrum or with visual impairments or dementia will struggle to learn new routines and locations. Routines of others can have more significant impact, for people with visual impairments, dementia, or on the autism spectrum – this could be a positive or negative impact Personal budgets might not be available / suitable for people who have more profound needs or whose families aren't able to support a personal budget (can be due to protected characteristics of family). Although this also might be a good opportunity for people who were previously overlooked for PBs.</p>	<p>Each member is being consulted with as an individual with their individual needs considered. Consultation is being carried out by staff and managers that have extensive experience with these members and other people with support needs. The consultation is being carried out over three months to ensure everyone has enough time to participate. A thorough review by assessment staff will safeguard against inequality and will take family situations into account. All decisions will operate within legal frameworks – for example Deprivation of Liberty Safeguards</p>
<p><b>Age<sup>10</sup></b></p>	<p>The majority of members are older people. The Adult Social Care (ASC) database tells us that 18-64 age band = 37%</p>	<p>As above</p>	<p>In some cases the change of day time companions and activities would be positive and in some cases negative. Learning new routines might be more difficult for older members and/or older carers</p>	<p>As above</p>

Protected characteristics from the Equality Act 2010	What do you know <sup>5</sup> ? Summary of data about your service-users and/or staff	What do people tell you <sup>6</sup> ? Summary of service-user and/or staff feedback	What does this mean <sup>7</sup> ? Impacts identified from data and feedback (actual and potential)	What can you do <sup>8</sup> ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	65 and over = 63%			
<b>Gender reassignment</b> <sup>11</sup>	All of our members identify as the gender they were assigned at birth		No impact identified	
<b>Pregnancy and maternity</b> <sup>12</sup>	None of our members have child care responsibilities or are currently pregnant		No impact identified	
<b>Race</b> <sup>13</sup>	ASC database can tell us: Mixed other=1.5% Other Ethnic Groups =1.5% White & Asian = 1.5% White & British = 92.5% White Irish = 1.5% White Other = 1.5%		Whilst Tower House does offer a personalised service it has limited ability to diversify for ethnic or religious needs. The consultation process will be an opportunity for individuals to thoroughly explore all their support options and may identify support plans that are better suited to the individual's ethnic or religious identity.	As above
<b>Religion or belief</b> <sup>14</sup>	ASC database tells us: Any Other = 3% Cof E = 35% Christian = 4% None = 10% Not known = 41% RC = 7%		As above and also potential to use funding to access place of worship rather than attending day centre and being limited to weekday support	As above

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Sex/Gender <sup>15</sup>	ASC database tells us: Female = 57% Male = 43%		The impacts of these changes will potentially affect all in the same ways	As above
Sexual orientation <sup>16</sup>	ASC database Tells us: Gay = 1% Heterosexual = 34% Not recorded = 65%		The impacts of these changes will potentially affect all in the same ways	
Marriage and civil partnership <sup>17</sup>	Not recorded		Potential to use funding for couple activities / support rather than attending day centre	As above
Community Cohesion <sup>18</sup>			The day service has limited interaction with the immediate area. The consultation will allow members to identify alternate support systems within their own local community. In some cases this will lead to improved community inclusion for our members.	
Other relevant groups <sup>19</sup>	Families of members	Some carers have raised concern that having their family member further away will disadvantage carers who are older, disabled, etc.	Carers with learning difficulties, sensory impairments, or language difficulties may find the process of consultation more challenging  Those carers might also be impacted by having to learn routines of family member moving different day support and might be impacted (positively or negatively) by change of routine and location	Individual meetings with a manager are being offered to all families.  Family situations are being considered as part of the assessment staff's review of individuals

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<p><b>Cumulative impact<sup>20</sup></b></p>	<p>The data is in keeping with the demographics of the city and the that of a day services focussed on people with physical disabilities / older peoples</p>	<p>Service users are concerned about how their needs may be met in the future</p>	<p>Transport and access considerations need to be taken into account.</p>	<p>Ensure that people are provided with information and where required are supported to access community resources</p>

**Assessment of overall impacts and any further recommendations<sup>21</sup>**

The needs of people who currently attend Tower House Day service can be met through a range of day activities taking account of individual assessed needs and the councils eligibility criteria.

**3. List detailed data and/or community feedback which informed your EIA**

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps (add these to the Action plan below)
Consultation with Members and Carers		No gaps identified	
Statistics from ASC Database		Get information from the ASC database on: <ul style="list-style-type: none"> <li>• gender</li> <li>• age</li> <li>• ethnicity</li> <li>• religion</li> <li>• sexual orientation</li> </ul>	General Manager to request data from ASC performance team - Completed
Statistics from ASC Database		In many cases religion / belief is not identified in the database. This is an ongoing issue for ASC as a whole.	
Data and statistics from locally held records		No gaps have been identified	

#### 4. Prioritised Action Plan<sup>22</sup>

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
<p>NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.</p>				
<p>All actions to mitigate negative impacts are carried out on an individual basis. A thorough consultation by provider services and thorough needs review by assessment staff should be adequate to identify the needs of each individual and then individual action plans (AKA support plans) are formulated from that information.</p> <p>A report on the findings of the consultation and assessments will be taken to councillors for a decision about the future of Tower House. It is anticipated that a decision will be made by April of 2016. After that the individual support plans may need to be adjusted to reflect the decision of the councillors.</p>				

**EIA sign-off:** (for the EIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

**Lead Equality Impact Assessment officer:** Naomi Cox **Date:**

**Directorate Management Team rep or Head of Service:** Karin Divall **Date:**

**Communities, Equality Team and Third Sector officer:** Clair Hopkins **Date:**

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