

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 needed¹.

Title of EIA ²	Consultation on future of Learning Disability Accommodation Services	AS 33
Team/Department ³	Adult Provider Services	
Focus of EIA ⁴	<p>There is a consultation underway to determine the future of Learning Disability Accommodation Services (LDAS). This consultation is about the future provision for the current residents.</p> <p>The options to be consulted on are:</p> <ol style="list-style-type: none"> 1. <i>That people are supported to move to alternative accommodation that meets their needs and can be provided in a more cost effective way.</i> 2. <i>That people are supported to receive a personal budget and alternative accommodation.</i> 3. <i>That people remain in their existing homes and receive their care and support from another provider.</i> <p>Consultation is done via: group meetings with residents supported by Speak Out; group meetings with family members and advocates of residents; questionnaires sent to families; residents supported by staff or Speak Out to answer questionnaires; offer of individual meetings for residents and/or families supported by advocates as appropriate.</p>	

<p>Protected characteristics groups from the Equality Act 2010</p>	<p>What do you know⁵? Summary of data about your service-users and/or staff</p>	<p>What do people tell you⁶? Summary of service-user and/or staff feedback</p>	<p>What does this mean⁷? Impacts identified from data and feedback (actual and potential)</p>	<p>What can you do⁸? All potential actions to:</p> <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<p>Disability⁹</p>	<p>All service users have disabilities and/or long-term health issues. These are recorded on local and central databases</p> <p>Primary Support Reason – Learning Disability =100%</p>	<p>Carers have expressed concern about residents who have disabilities that affect their ability to manage change. For them moving to a new home and neighbourhood would be very challenging.</p>	<p>People on the autism spectrum or with visual impairments will struggle to learn new home and neighbourhood.</p> <p>Routines of others can have more significant impact, for people with visual impairments or on the autism spectrum – this could be a positive or negative impact</p> <p>People with significant medical needs might have to travel further to appointments or hospital when needed.(although also they also might move closer)</p> <p>A few residents' needs have changed so their current home no longer meets their needs – for them this is a chance to improve the situation</p> <p>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</p>	<p>Each resident is being consulted with as an individual with their individual needs considered. All three options detailed above are available for consideration for every resident, regardless of circumstances.</p> <p>The communication needs of residents have been taken into account to ensure each resident's voice is heard. As appropriate the following are provided:: easy read material; advocates; support by staff who know residents well; audio information for visually impaired; pictorial posters; sign language where appropriate; family consultation.</p> <p>Consultation is being carried out by staff and managers that have extensive experience with these residents and other people with learning disabilities. The consultation is being carried out over three months to ensure everyone has enough time to participate.</p> <p>A thorough review by assessment staff will safeguard against inequality and will take family situations into account.</p> <p>All decisions will operate within legal</p>

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			<p>due to protected characteristics of parents). Although this also might be a good opportunity for people who were previously overlooked for PBs.</p> <p>A move of house might make it more difficult for a resident to travel to activities, including work, due to their learning disability making learning new routes difficult to learn (although they also might move to a more convenient location)</p>	
Age ¹⁰	<p>Age data from service user records: average is late 40s; range is early 20s to late 60s.</p> <p>Age 18-64 = 88% Age over 65 = 12%</p>	<p>Carers have expressed concern that residents who have lived together for many years might be split up.</p>	<p>In some cases the change of living companions would be positive and in some cases negative.</p> <p>Learning a new home, new companions and new neighbourhood might be more difficult for older residents and/or older carers</p>	As above
Gender reassignment ¹¹	All of our residents identify as the gender they were assigned at birth		No impact identified	

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Pregnancy and maternity ¹²	None of our residents have children or are currently pregnant		No impact identified	
Race ¹³	The Adult Social Care (ASC) database tells us Ethnicity White British = 92% Any Other – Black – African /Caribbean = 2% Other Ethnic Groups = 6%		The consultation process will be an opportunity for individuals to thoroughly explore all their support options and may identify options that are better suited to the individual's ethnic or religious identity.	
Religion or belief ¹⁴	The ASC database tells us Blank = 51% Not Known = 19% Christian = 2% CofE = 8% RC = 10% None = 8% Any Other = 2%		As above Also potential to move closer to or further from place of worship	As above
Sex/Gender ¹⁵	The ASC database tells us Female = 37% Male = 63%		The preference or need in some cases to live with same gender co-habitants might impact range of options available for the individual	As above

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<p>Sexual orientation¹⁶</p>	<p>The ASC database tells us None recorded</p>		<p>The impacts of these changes will potentially affect all in the same ways</p>	
<p>Marriage and civil partnership¹⁷</p>	<p>None of the residents are married or in a civil partnership</p>		<p>No impact identified</p>	
<p>Community Cohesion¹⁸</p>			<p>Some of the homes have formed relationships with the local community that will be impacted if the home is closed. Also for some individuals the assessment may identify opportunities for greater community inclusion than currently available.</p>	<p>As above</p>
<p>Other relevant groups¹⁹</p>	<p>Families of residents</p>	<p>Some carers have raised concern that having their family member further away will disadvantage carers who are older, disabled, etc.</p>	<p>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 to a new home and might be impacted (positively or negatively) by change of distance to family member's home</p>	<p>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</p>

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Cumulative impact ²⁰				

Assessment of overall impacts and any further recommendations	<p>Any change for this group of people will need to be managed sensitively and taking account of individual needs – some people with learning disabilities / autism find changes more difficult than the general population.</p>
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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 Service users and Carers		No gaps identified	
Data and statistics from locally held records		The homes and home managers have comprehensive information about the residents. No gaps have been identified	
Statistics from ASC Database		Get information from the ASC database on: <ul style="list-style-type: none"> • gender • age • ethnicity • religion • sexual orientation 	General Manager to request data from ASC performance team -
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.	

4. Prioritised Action Plan

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 carried out by provider services and thorough needs review by assessment staff should be adequate to identify the needs of the individuals 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 LD Accommodation Services. 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:**