



Haringey Council

Equality Impact Assessment

Name of Project	Haven Day Centre	Cabinet meeting date <i>If applicable</i>	16/12/2014 10/02/2015 16/06/2015 10/11/2015
Service area responsible	Adult Social Services		
Name of completing officer	Donna Simeon	Date EqIA created	Draft 11/11/2014 Draft revised: June 2015 Draft revised: October 2015
Approved by Director / Assistant Director		Date of approval	02/11/2015

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers **MUST** include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Transformation Project Manager – Donna Simeon	5.
2. Policy & Equalities Officer – William Shanks	6.
3. Provider Manager – Stuart Maysmor-Gee	7.
4. Project Officer – Linda Fernandes	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The recommendation:

Close the Haven day centre and changing the use of the premises to a community re-ablement centre delivered by an alternative provider.

The Haven Day Centre provides a service to Haringey residents over the age of 65 with a physical disability and/or sensory impairment and/or mild/early onset dementia for three days each week and has a two day service for Haringey residents over the age of 50 with Mental health issues. The day centre is limited to a total capacity of 24 people per day; the centre currently provides day opportunities to 48 Haringey Residents. Residents are provided with anything from one day per week to five days per week according to their assessed need.

This proposal to close the Haven Day Centre would require the reassessment or review of the needs of the centre’s current service users, with a view to identify satisfactory alternative provision to meet the assessed needs. Service users will be encouraged to use Personal Budgets to access any support required to meet assessed need. Following the reassessment or review, if, for any reason, there are service users who no longer have an eligible need, we would work closely with the service user to identify appropriate support from alternative services.

A second part of the proposal is to turn the building into a Reablement Hub once the day centre has closed. Re-ablement services are for people with poor physical or mental health to help them adjust to their illness by learning or re-learning the skills necessary for daily living. This tailored support allows the individual to regain independence and stay in their own home for longer. Through using the building as a community re-ablement hub delivered by an external provider, we can promote independence for a greater number of adults.

This proposal requires new approaches to service commissioning and seeks to transform the way that services are currently delivered. This will result in a move toward community-based services, where commissioned services result from collaborative working with people who currently use services, those who may use services at some

time in the future, and working with current and future provider markets to ensure the right levels of capacity and quality are in place.

It is our proposal to continue to move away from buildings based day opportunities within the borough to continue to develop community options. The Haven Day Centre supports a relatively low number of adults with an assessed need for day opportunities. Developing the community options and working with projects such as Neighbourhoods Connect will enable a greater number of people to be involved in their local communities and activities.

This EqIA looks at the current service user profile compared to the borough profile. There is insufficient data on carers although it is acknowledged that they will be impacted by the changes as well as the service users. We have engaged with carers during the consultation process to further understand the impact of the proposals on them. Consultation with service users, their families and carers, and other stakeholders, has shown that there is anxiety about the loss of the day centre. We will work with people who use these services, with their families/carers and other key stakeholders, to identify alternative opportunities. Our engagement and consultation with those affected has assisted us to better understand any negative impacts that the proposals might have on individuals and how we might reduce this. The Cabinet report 'Corporate Plan Priority 2 - Outcome of Consultation and decision on proposals relating to adult services' November 2015, considers how individual needs can be accounted for and how we can mitigate any possible negative impacts.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet (2011 Key statistics and facts sheet) http://www.haringey.gov.uk/council-and-democracy/about-council/facts-and-figures/statistics/haringey-census-statistics	Sex, Age, Ethnicity, Disability information, Race & Ethnicity, Religion/Belief, Marriage and Civil Partnership – for the Borough of Haringey
Mosaic Data on The Haven Day Centre service users: as at 17/06/2015	Service Users

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on

**residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

					Positive	Negative	Details	None – why?
Sex								There is no restriction by gender across the service as a whole. We will work with service users and provider services to ensure suitable availability of opportunity for both genders. 67% of the responses to the consultation questionnaire 'strongly did not support' the closure of the Haven Day Centre. Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their sex. There was no difference in responses based on this characteristic.
	All Haringey	%	Haven	%				
Sex:								
All people	254,926		53					
Males	126,224	49.5%	20	37.7%				
Females	128,702	50.5%	33	62.3%				
Gender Reassignment							Available data does not indicate the status for service users on gender reassignment.	The consultation questionnaire asked respondents for information regarding this characteristic, the pattern of responses did not differ from the general pattern. Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their gender reassignment status.
Age							The Haven Day Centre is available to Haringey residents over the age of 65 three days each week and has a two day service for Haringey residents over the age of 50 with eligible needs.	We recognise that over 50% of service users are aged 80 years and over and may pose particular risk in identifying alternative options within the community. Feedback from the consultation indicated concerns to the identification of alternative provisions specific to the needs/interests of older adults. See section 6 for how this risk will be mitigated.
	People over 55 years in Haringey	%	Haven	%				
Age:								
Total	42,200		53					
55 to 59	10,600	25.1%	1	1.9%				

60 to 69	15,900	37.7%	4	7.5%					
70 to 79	10,400	24.6%	20	37.7%					
80 and over	5,300	12.6%	28	52.8%					

Disability							<p>Service users of The Haven Day Centre have a Physical Frailty or Senory Impairment and/or require support with Memory & Cognition conditions</p> <p>Feedback from the consultant identified concerns for the safety of the existing service users 1) accessing alternative activities 2) commuting to an alternative provision, due to their disabilities.</p> <p>See section 6 for how this risk will be mitigated.</p>
Disability:	Haven	%					
All people	53						
Support with Memory & Cognition	15	28.3%					
Physical Frailty or Sensory Impairment	38	71.7%					

The Office of National Statistics does not collect detailed information on type of disabilities.

Religion or Belief (or No Belief)									<p>There is no restriction by religion or belief across the service as a whole.</p> <p>We note that the majority of service users are of Christian belief.</p> <p>Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of religion or belief.</p>
Religion or Belief (or No Belief):	All Haringey	%	Haven	%					
All people	254,926		53						
Christian	114,659	45.0%	27	50.9%					
Buddhist	2,829	1.1%	0	0.0%					
Hindu	4,539	1.8%	1	1.9%					
Jewish	7,643	3.0%	1	1.9%					
Muslin	36,130	14.2%	0	0%					
Sikh	808	0.3%	0	0%					
Other Religion	1,303	0.5%	24	45.3%					

No Religion	64,202	25.2%	0	0.0%				
Not Stated	22,813	8.9%	0	0.0%				
Race & Ethnicity							People from the black ethnic group would be the most affected by the closure of the Haven day centre	There is no restriction by race & ethnicity status across the service as a whole. The majority 67% of the respondents strongly did not support the closure of Haven Day Centre. Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their race and ethnicity.
Race & Ethnicity:	All Haringey	%	Haven	%				
All people	254,926		53					
White	154,343	60.5%	21	39.6%				
Mixed	16,548	6.5%	1	1.9%				
Asian	24,150	9.5%	6	11.3%				
Black	47,830	18.8%	25	47.2%				
Other ethnic group	12,055	4.7%	0	0.0%				
Sexual Orientation							Available data does not indicate the status for service users on sexual orientation.	The consultation questionnaire asked respondents for information regarding this characteristic, the pattern of responses did not differ from the general pattern. Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their sexual orientation status.
Pregnancy & Maternity							Available data does not indicate the status for service users on pregnancy and maternity.	The consultation questionnaire asked respondents for information regarding this characteristic, the pattern of responses did not differ from the general pattern. Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their pregnancy & maternity status.
Marriage and Civil Partnership								There is no restriction by marriage or civil partnership status across the service as a whole.

Marriage and Civil Partnership:	All Haringey	%	Haven	%				
All people over 16 years old	202,856		53					
Single	101,526	50.0%	2	4%				
Married	67,559	33.3%	14	26.4%				
Separated	8,066	4.0%	6	11.3%				
Divorced	16,646	8.2%	5	9.4%				
Widowed	7,868	3.9%	12	22.6%				
Same-sex civil partnership	1,191	0.6%	0	0%				
Not Stated	0	0%	14	26.4%				

We recognise there are variations in the martial status of the people attending the Haven Day Centre.

Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their marriage and civil partnership status.

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

					Positive	Negative	Details	None – why?
Sex						The potentially affected workforce contains comparably more female staff (81.8%) compared to the council generally (67.5%). Overall there is a disproportionately higher impact on female staff.	The recommendation is that all positions at The Haven Day Centre will be made redundant and therefore all staff will be directly affected by the proposal.	
	All LBH staff	%	Haven Staff	%				
Sex:								
All people	2,727		11					
Males	887	32.5%	2	18.2%				
Females	1,840	67.5%	9	81.8%				
Gender Reassignment Data is not available							All employees within this service area will be treated equally in accordance with the Council's redeployment policy and procedures. As this service is recommended for closure all employees will be consulted with for 45 days and all council procedures will apply; and	There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.
Age						The potentially affected workforce is comparably older than the Council workforce. Overall there is a disproportionately higher risk of impact on staff in the 50-64 age group.		
	All LBH staff	%	Haven Staff	%				
Age:								
All people	2,727		11					
16-24	34	1.2%	0	0.0%				
25-39	681	25.0%	1	9.1%				
40-49	822	30.1%	3	27.3%				
50-64	1,138	41.7%	7	63.6%				
65 +	52	1.9%	0	0.0%				

					Positive	Negative	where possible they will be offer alternative employment under the council's redeployment procedure.	None – why?																																							
Disability <table border="1"> <thead> <tr> <th>Disability:</th> <th>All LBH staff</th> <th>%</th> <th>Haven Staff</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>All people</td> <td>2,727</td> <td></td> <td>11</td> <td></td> </tr> <tr> <td>Disabled Staff</td> <td>282</td> <td>10.3%</td> <td>1</td> <td>9.1%</td> </tr> <tr> <td>Non Disabled Staff</td> <td>1,775</td> <td>65.1%</td> <td>7</td> <td>63.6%</td> </tr> <tr> <td>Not Stated</td> <td>670</td> <td>24.6%</td> <td>3</td> <td>27.3%</td> </tr> </tbody> </table>					Disability:	All LBH staff	%	Haven Staff	%	All people	2,727		11		Disabled Staff	282	10.3%	1	9.1%	Non Disabled Staff	1,775	65.1%	7	63.6%	Not Stated	670	24.6%	3	27.3%				<p>The workforce is comparably balanced between disabled and non disabled staff in comparison to the council generally; we do not consider there is risk of a disproportionate impact on this characteristic.</p> <p>Disabled staff will be treated fairly during the consultation and redeployment process.</p>														
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Race & Ethnicity:	All LBH staff	%	Haven Staff	%																																											
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					Positive	Negative		None – why?
Sexual Orientation								<p>There is insufficient data to allow an analysis of the impact of the recommendations on staff in consideration of the sexual orientation status.</p> <p>There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.</p>
Sexual Orientation:	All LBH staff	%	Haven Staff	%				
All people	2,727		11					
Bi-Sexual	8	0.3%	0	0.0%				
Gay Man	12	0.4%	0	0.0%				
Hetrosexual	528	19.4%	0	0.0%				
Lesbian	4	0.1%	0	0.0%				
Prefer not to say	188	6.9%	0	0.0%				
Not Declared	1,987	72.9%	11	100.0%				
Religion or Belief (or No Belief)								<p>There is insufficient data to allow an analysis of the impact of the recommendations on staff in consideration of their religion or belief.</p> <p>There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.</p>
Religion or Belief (or No Belief):	All LBH staff	%	Haven Staff	%				
All people	2,727		11					
Christian	335	12.3%	0	0.0%				
Buddhist	2	0.1%	0	0.0%				
Hindu	16	0.6%	0	0.0%				
Jewish	5	0.2%	0	0.0%				
Muslin	52	1.9%	0	0.0%				
Sikh	7	0.3%	0	0.0%				
Other Religion	16	0.6%	0	0.0%				
No Religion	152	5.6%	0	0.0%				
Not Stated	2,142	78.5%	11	100.0%				

Pregnancy & Maternity Data not available										None – why? There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))										There is insufficient data to allow an analysis of the impact of the recommendations on staff in consideration of their Marriage and Civil Partnership status. There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.
Marriage and Civil Partnership:	All LBH staff	%	Haven Staff	%						
All people over 16 years old	2,727		11							
Single	550	20.2%	0	0.0%						
Married	253	9.3%	2	18.2%						
Separated	2	0.1%	0	0.0%						
Divorced	24	0.9%	1	9.1%						
Widowed	2	0.1%	0	0.0%						
Same-sex civil partnership	0	0.0%	0	0.0%						
Not Stated	1,896	69.5%	8	72.7%						

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>(This initial analysis was completed in June 2015 – before the consultation process.)</p> <p>Inherent risks:</p> <p>In-house services have good quality outcomes. They are usually highly valued by customers and their families. It is proposed to develop a new range of provision for older people with less reliance on traditional buildings based services.</p> <p>The closure of the Haven centre and move towards community-based services will result in changes in care provided for some existing customers. There is an inherent risk that the loss of the centre will lead to the loss of day activities for some users if they are not supported to find alternative day activities in the community. Actions will be taken to mitigate this inherent risk (see opposite column).</p> <p>There is also a risk of anxiety amongst existing service users during the changes, resulting in comment and complaints from customers and from their families. Actions will be taken to mitigate this inherent risk (see opposite column)</p> <p>Risks identified through equalities impact assessment:</p> <p>Over 50% of service users are aged 80 years and over and may pose particular risk in identifying alternative options within the community.</p> <p>71.7% of the Haven’s service users have a physical or sensory impairment which may impact on the alternative activities and locations that they can access within the community.</p> <p>We will work with service users and providers of community services to ensure suitable availability of opportunity for adults 80 years and above and people with physical or sensory impairment. All service users will have a reassessment/review of their needs, with a view to identifying satisfactory alternative provision to meet assessed needs. Service users will be encouraged to use Personal Budgets to access any support required to meet assessed need. Following the reassessment or review, if, for any reason, there are service users who no longer have an eligible need, we would work closely with the service user to identify appropriate support.</p> <p>There would be a reduction in the number of staff directly employed by the council and a separate EqIA will be carried out into the equality impact of this change.</p>	<p>(This initial analysis was completed in June 2015 – before the consultation process.)</p> <p>The new model aims to maximise the resource that we have for service delivery and target the available resources based on 1) providing equity for all service users, 2) preventing and delaying the need for long term care.</p> <p>Service users and staff will be engaged as part of the consultation. Their views will be fed into the full Equalities Impact Assessment, which will return to Cabinet following the consultation period. This will include more detailed analysis of the impact of closing The Haven Day Centre.</p> <p>People will continue to receive an assessment of their needs in accordance with the Adult Social Care Eligibility Criteria as defined by the Care Act and will take account of issues of gender, race, age, faith, disability and sexuality.</p> <p>The overall aim of the service re design will be to develop a range of community services that will support social inclusion, ensure that people are treated equitably and will enable people with an assessed need to access mainstream community activities wherever possible, enabling them to lead full and active lives in their communities.</p> <p>In order to implement this work, a project team, including practitioners will plan pathways for people and work with them and their families to understand the benefits of the independent living model. We will also work closely with the Haringey Clinical Commissioning Group (CCG) and the Health and Wellbeing Board.</p> <p>To mitigate the effects of the proposals we will:</p> <ol style="list-style-type: none"> 1) Review/ reassess the needs of the centres’ current service users, with a view to identifying satisfactory alternative provision to meet assessed needs. 2) Work with service users to co-design the new model for day opportunities. 3) Work with the community and identify alternative options for day opportunities, to develop more choice for service users. We will work with the Neighbourhood Connects project, and other community capacity building

	<p>projects delivered/commissioned by the Council to enable a greater number of service users to be involved in their local communities and activities. Encourage the use of Personal Budgets amongst service users to access any support required to meet assessed need. Council commissioned support and information and advice services will help service users make the most of their Personal Budget.</p>
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Stage 7 - Consultation and follow up data from actions set above

Data Source (include link where published)	What does this data include?
<p>Consultation on the three proposals were undertaken from 1 July to 1 October 2015.</p> <p>An independent Advocacy Provider (LDX) was available for individuals during the public consultation meetings to help people to express their wishes and feelings, support them in weighing up their options and assist them in making their own decisions regarding the proposed changes to services.</p>	<p>118 people responded to Proposal 1 and 67% of responses 'strongly did not support' the closure of the Haven Day centre and 16% of responses 'did not support' the closure.</p> <p>There were three overarching themes in the responses opposing the proposal to close the Haven Day Centre:</p> <ol style="list-style-type: none"> 1) Staff/Quality of Services currently provided at the Haven Day Centre 2) Respite provision for families/carers 3) Reduction of isolation and deteriorating mental health.

Stage 8 - Final impact analysis

<p>Risks identified through initial equalities impact assessment:</p> <p>Over 50% of service users are aged 80 years and over and may pose particular risk in identifying alternative options within the community.</p> <p>71.7% of the Haven's service users have a physical or sensory impairment which may impact on the alternative activities and locations (currently transport is provided by the Council) that they can access within the community.</p> <p>Responses to the consultation referred to the benefits of the existing service including the provision of a safe and familiar environment. The risks identified in the responses opposing the proposal to close the Haven Day Centre:</p>

- 1) The loss of high quality of service staff currently provided at the Haven Day Centre
- 2) The loss of respite provision provided by the Haven and the lack of knowledge of any alternative provision
- 3) Isolation and deteriorating mental health –the centre provides the service users with opportunities to make friends and feel a sense of purpose.
- 4) The loss of the centre will lead to the loss of day activities for some users if they are not supported to find alternative day activities in the community.
- 5) Anxiety amongst existing service users and their families/carers during the changes.

Mitigation

The concerns relating to the availability and suitability of alternative provision is mitigated by evidence that The Haven support is limited, (currently supporting 48 adults), and that there is a mature community sector in Haringey that already exists that meets the needs of older adults with similar needs, with the use of their personal budget.

We will support service users to identify and access a range of community services that will support social inclusion, ensure that people are treated equitably and will enable people with an assessed need to access mainstream community activities wherever possible, enabling them to lead full and active lives in their communities.

To mitigate the effects of the proposals we will:

- 1) Review/ reassess the needs of the centres' current service users, with a view to identifying satisfactory alternative provision to meet assessed needs.
- 2) Work with the community and identify alternative options for day opportunities, to develop more choice for service users – currently older adults unable to access the Haven are supported in the community through the use of the personal budget. We will work with the Neighbourhood Connects project, and other community capacity building projects delivered/commissioned by the Council to enable all service users to be involved in their local communities and activities, taking into their age and disabilities.
- 3) Encourage the use of Personal Budgets amongst service users to access any support required to meet assessed need including transportation. Council commissioned support and information and advice services will help service users make the most of their Personal Budget.
- 4) Work with service users and providers of community services to ensure suitable availability of opportunity for adults 80 years and above and people with physical or sensory impairment. All service users will have a reassessment/review of their needs, with a view to identifying satisfactory alternative provision to meet assessed needs. Service users will be encouraged to use Personal Budgets to access any support required to meet assessed need. Following the reassessment or review, if, for any reason, there are service users who no longer have an eligible need, we would work closely with the service user to identify appropriate support.

Additionally:

- 1) Officers will (i) carefully monitor the development of these proposals; (ii) continue to have “due regard” to the Public Sector Equalities Duties during the implementation process;
- 2) There will be monitoring and oversight of the implementation of the recommendations through i) the Strategic Healthy Lives Priority Board (which has

oversight of the strategic and operational delivery of the various service proposals), ii) Transformation Group (which provides scrutiny and challenge to the delivery of the Transformation proposals/plans and ongoing monitoring of quality and performance), iii) the Director and Lead member for Health and Wellbeing. In addition the transformation is subject to scrutiny by the Council's overview and Scrutiny Committee and the Adults and Health Scrutiny panel.

Note: Should the recommendations be agreed there will be formal consultation with staff and a further equalities analysis for the impact on the workforce will be carried out via an additional EQIA.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>
Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council’s policy.