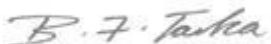




Haringey Council

Equality Impact Assessment

Name of Project	Day Opportunities for Older People with Frailty or Dementia for Haynes and the Grange Day Centres	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 Council's commitment to equality; please visit the Council's website.

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

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 EqlA is required. If a full EqlA is required move on to Stage 3.

Recommendations:

- 1) Close the Grange Day Centre, and**
- 2) Deliver dementia day services from the Haynes Day Centre through an alternative provider**

The Haynes and Grange Day Centres provide a service specifically for older people with a diagnosis of dementia living in Haringey. The recommendations will require new approaches to service commissioning and changes to 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, and working with current and future provider markets to ensure the right levels of capacity and quality are in place.

Currently 28 people access the Grange Day Centre and 40 people currently access the Haynes Day Centre. This proposal to close the Grange and to commission an alternative provider for dementia services at The Haynes, would require a reassessment or review of the care and support needs of the centres' current service users. Service users will be encouraged to use their Personal Budget to access any support required to meet their assessed need. We acknowledge the anxiety expressed regarding both The Haynes and The Grange Day centre proposals within the consultation feedback. There will be a transition plan that will be sensitive to the needs of those that may be affected by this change, to ensure that any impact is mitigated and the process of change is safely handed.

The Haynes site is a specifically designed provision for people living with dementia. It has level access throughout and a wide range of rooms that can be used for various activities. The building in which the Haynes Centre is situated is owned by Community Health Partnership who took it over from the now dissolved Haringey Primary Care Trust. There is an agreement between The Mary Haynes Trust and the Primary Care Trust for the Centre to be used for the provision of day services for older people living with dementia. The proposal to transfer the service to an alternative provider is dependent on Community Health Partnership and The Mary Haynes Trust.

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?
Human Resources records (Jun/Jul 2015)	Staff profiles

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 Grange Day Centre: as at 19/05/2015 Data on the Haynes Day Centre: as at 20/05/2015	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										<p>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.</p> <p>The pattern of responses was similar for men and women.</p> <p>Detailed feedback to the proposals did not indicate differing impacts on service users on the grounds of their sex.</p>
Sex:	All Haringey	%	Haynes	%	Grange	%				
All people	254,926		40		34					
Males	126,224	49.5%	10	25.0%	16	47.1%				
Females	128,702	50.5%	30	75.0%	18	52.9%				
Gender Reassignment									<p>Available data does not indicate the status for service users on gender reassignment.</p>	<p>The consultation questionnaire asked respondents for information regarding this characteristic, the pattern of responses did not differ from the general pattern.</p> <p>Detailed feedback to the proposals did not indicate differing impacts on service users on the grounds of their gender reassignment status.</p>

Age

Age:	Adults over 60 years in Haringey	%	Haynes	%	Grange	%
Total	22,400		40		34	
65 to 69	6,700	29.9%	3	7.5%	1	2.9%
70 to 79	10,400	46.4%	11	27.5%	10	29.4%
80 and over	5,300	23.7%	26	65.0%	23	67.6%

Detailed feedback to the proposals did not indicate differing impacts on service users on the grounds of their age.

However we recognise that 66% of service users across the Haynes and Grange Day Centres are aged 80 years and over and may have specific anxieties around the proposed changes. See mitigations in section 6 for how this will be addressed.

Disability

Disability:	All Haringey	%	Haynes	%	Grange	%
All people			40		34	
Support with Memory & Cognition			15	37.5%	13	38.2%
Physical Frailty or Sensory Impairment			25	62.5%	21	61.8%

The closure of the Grange Day Centre would impact 34 adults with dementia. 62% of who have a Physical Frailty or Sensory Impairment. See section 6 for how this risk will be mitigated.

Feedback to the consultation indicated concern for the ongoing support for dementia sufferers and their families/carers 1) if the Grange Day Centre closed – reducing the amount of provision within the borough and 2) due to the specialist skills required to continue the high quality service at Haynes Day Centre.

See section 6 for how this risk will be mitigated.

Race & Ethnicity

Race & Ethnicity:	All Haringey	%	Haynes	%	Grange	%
All people	254,926		40		34	
White	154,343	60.5%	31	77.5%	4	11.8%
Mixed	16,548	6.5%	0	0%	0	0%
Asian	24,150	9.5%	0	0%	0	0%
Black	47,830	18.8%	6	15.0%	29	85.3%
Other ethnic group	12,055	4.7%	3	7.5%	1	2.9%

The majority of the respondents strongly did not support the closure of Grange Day Centre – the patterns was the same across all ethnicities

The users of the Haynes and Grange are 85.3% Black and 77.5% White respectively. All service users will be assessed fairly and appropriate day opportunities will be identified for all groups.

Sexual Orientation

Available data does not indicate details on sexual orientation of the service users.

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.

Religion or Belief (or No Belief)

Religion or Belief (or No Belief):	All Haringey	%	Haynes	%	Grange	%
All people	254,926		40		34	
Christian	114,659	45.0%	21	52.5%	24	70.6%
Jewish	7,643	3.0%	1	2.5%	0	0%
Muslin	36,130	14.2%	0	0%	0	0%
Hindu	4,539	1.8%	0	0%	0	0%
Not Stated	22,813	8.9%	12	30.0%	7	20.6%
No Religion	64,202	25.2%	1	2.5%	1	2.9%
Other religion	1,303	0.5%	5	12.5%	2	5.9%

Positive

Negative

Details

Haynes and Grange day centres provides services for adults practising all religions and beliefs.

None

The majority of the respondents strongly did not support the closure of Grange Day Centre, nor to commission an alternative provider to provide dementia services at the Haynes Day Centre. The pattern of responses was the same across all religions.

We recognise that a large majority (70.6%) of service users at the Grange Day Centre identify as Christians. The assessment of their needs will pay due regard to this in identifying alternative provision.

Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their religion or no belief.

Pregnancy & Maternity

Available data does not indicate details on pregnancy and maternity of the service users.

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.

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Marriage and Civil Partnership

Marriage and Civil Partnership:	All Haringey	%	Haynes	%	Grange	%
All people over 16 years old	202,856		40		34	
Single	101,526	50.0%	0	0%	3	8.8%
Married	67,559	33.3%	13	32.5%	10	29.4%
Separated	8,066	4.0%	3	7.5%	1	2.9%
Divorced	16,646	8.2%	5	12.5%	3	8.8%
Widowed	7,868	3.9%	11	27.5%	12	35.3%
In a registered same-sex civil partnership	1,191	0.6%	0	0%	0	0%
Not Stated	0	0%	8	20.0%	5	14.7%

There is no restriction by marriage or civil partnership status across the service as a whole.

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 is 75% female. Overall there is a disproportionately higher risk of impact on female staff.	This proposal involves a reduction of staff by approx 50% and the transfer of approx 50% to alternative provider.	
Sex:	All LBH staff	%	Grange staff	%	Haynes staff	%				
All people	2,727		8		8					
Males	887	32.5%	2	25.0%	2	25.0%				
Females	1,840	67.5%	6	75.0%	6	75.0%				
Gender Reassignment									The potentially affected roles have not yet been identified; therefore the full impact of the recommendation cannot yet be verified.	There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.
Gender Reassignment										
Data not available									We will embark on implementing changes using the Councils reorganisation procedure. This will involve a formal consultation process of 45 days with staff and their trade union representatives. EqIA evaluation	
Age								The potentially affected workforce is comparably older than the Council workforce. Across the unit 6% of staff are in the 65+ age group compared to 1.9% across the council Overall there is a disproportionately higher risk of		
Age:	All LBH staff	%	Grange staff	%	Haynes staff	%				
All people	2,727		8		8					
16-24	34	1.2%	0	0.0%	0	0.0%				
25-39	681	25.0%	0	0.0%	1	12.5%				
40-49	822	30.1%	3	37.5%	3	37.5%				
50-64	1,138	41.7%	5	62.5%	3	37.5%				
65 +	52	1.9%	0	0.0%	1	12.5%				

		impact on staff in the 65+ age group.	will be updated following this consultation.			
Disability						
				There is insufficient data to allow an analysis of the impact of the recommendations on staff in consideration of their disability/non disability status. There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.		
Disability:	All LBH staff	%	Grange staff	%	Haynes staff	%
All people	2,727		8		8	
Disabled Staff	282	10.3%	0	0.0%	0	0.0%
Non Disabled Staff	1,775	65.1%	6	75.0%	5	62.5%
Not Stated	670	24.6%	2	25.0%	3	37.5%
Race & Ethnicity						
Race & Ethnicity:	All LBH staff	%	Grange staff	%	Haynes staff	%
All people	2,727		8		8	
White	1,219	44.7%	4	50.0%	3	37.5%
Mixed	100	3.7%	0	0.0%	0	0.0%
Asian	263	9.6%	0	0.0%	0	0.0%
Black	1,009	37.0%	4	50.0%	3	37.5%
Not Stated	59	2.2%	0	0.0%	1	12.5%
Other Ethnic Group	77	2.8%	0	0.0%	1	12.5%
Sexual Orientation						
						There is insufficient data to allow an analysis

Sexual Orientation:	All LBH staff	%	Grange staff	%	Haynes staff	%				of the impact of the recommendations on staff in consideration of their disability/non disability status. There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation.	
All people	2,727		8		8						
Bi-Sexual	8		0	0.0%	0	0.0%					
Gay Man	12		0	0.0%	0	0.0%					
Heterosexual	528		0	0.0%	4	50.0%					
Lesbian	4		0	0.0%	0	0.0%					
Prefer not to say	188		1	12.5%	2	25.0%					
Not Declared	1,987		7	87.5%	2	25.0%					
Religion or Belief (or No Belief)											
Religion or Belief (or No Belief):	All LBH staff	%	Grange staff	%	Haynes staff	%					
All people	2,727		8		8						
Christian	335	12.3%	0	0.0%	4	50.0%					
Buddhist	2	0.1%	0	0.0%	0	0.0%					
Hindu	16	0.6%	0	0.0%	0	0.0%					
Jewish	5	0.2%	0	0.0%	0	0.0%					
Muslin	52	1.9%	0	0.0%	0	0.0%					
Sikh	7	0.3%	0	0.0%	1	12.5%					
Other Religion	16	0.6%	0	0.0%	0	0.0%					
No Religion	152	5.6%	0	0.0%	0	0.0%					
Not Stated	2,142	78.5%	8	100.0%	3	37.5%					
Pregnancy & Maternity											
Data is not available											There will be an opportunity for staff to raise any impacts arising

Pregnancy & Maternity										for this characteristic during the consultation.	
Marriage and Civil Partnership											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	%	Grange staff	%	Haynes staff	%					
All people over 16 years old	2,727		8		8						
Single	550	20.2%	0	0.0%	2	25.0%					
Married	253	9.3%	0	0.0%	1	12.5%					
Separated	2	0.1%	0	0.0%	0	0.0%					
Divorced	24	0.9%	1	12.5%	0	0.0%					
Widowed	2	0.1%	0	0.0%	0	0.0%					
Same-sex civil partnership	0	0.0%	0	0.0%	0	0.0%					
Not Stated	1,896	0%	7	87.5%	5	62.5%					

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>Impact 1 – Age Closing the Grange day centre will particularly impact on adults over 80 years old.</p>	<p>(This initial analysis was completed in June 2015 – before the consultation process.)</p> <p>Service users will be encouraged to use their Personal Budget to access any support required to meet assessed need. Any additional services to be commissioned will have due regard on the impact on age, disability and ethnicity</p>
<p>Impact 2 – Ethnicity Closure of the Grange would be particularly negative for the black ethnic group. This group is overrepresented in the day centre at 85.3%.</p>	<p>There will be a transition plan which could involve support at the Haynes Day Centre and that will be sensitive to the needs of those that may be affected by this change, to ensure that any impact is mitigated and the process of change is safely handed.</p>
<p>Impact 3 – Disability Closing the Grange day centre will impact on service users who have dementia, Physical Frailty or Sensory Impairment.</p>	<p>Given how the impact is concentrated on these three protected characteristics there will be a deep engagement with voluntary and community groups in the East of the Borough in order to catalyse community-driven solutions – to increase the choice of local day opportunities. The Council will take a corporate approach to this engagement – drawing on existing and planned engagement projects.</p>

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 was 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>230 people responded to Proposal 3 questionnaire and 77% of responses ‘strongly did not support’ the closure of the Grange Day centre and 68% of responses ‘strongly did not support’ the transfer of the dementia day opportunities service at the Haynes Day Centre to an external provider. The pattern of responses was similar across all protected characteristics.</p> <p>Responses to the questionnaire regarding the closure of the Grange Day Centre indicated concern regarding the alternative options available within the borough and the ongoing support for service users of the Grange Day Centre and their families/carers if the centre were to close.</p> <p>Responses to the questionnaire regarding the alternative delivery model for the Haynes Day Centre suggest that whilst there is opposition to the proposal, should the correct alternative provider be identified the proposal could be supported.</p>

Stage 8 - Final impact analysis

The initial impact analysis found the following 3 impacts:

Impact 1 – Age

Both recommendations will particularly impact on adults over 80 years old – with the increased risk of anxiety.

Impact 2 – Ethnicity

Closure of the Grange would be particularly negative for the black ethnic group. This group is overrepresented in the day centre at 85.3%.

Impact 3 – Disability

Closing the Grange day centre will reduce day centre provision in the borough for adults who have dementia, Physical Frailty or Sensory Impairment.

The consultation feedback :

The key theme from the responses received to the proposal to close the Grange Day Centre highlighted the lack of knowledge of the alternative options available within the borough and concerns for the ongoing support for the existing service users and their families/carers if the centre were to close.

Responses to the question regarding the alternative provider for the Haynes Centre suggest that there is overwhelming opposition to the proposal, with some users concerned about the quality of service provision from an alternative provider. However other users told us that should the correct alternative provider be identified the proposal could be supported.

Mitigations

Service users from the Haynes and Grange Day Centres will be assessed/reviewed and will be encouraged to use their Personal Budget to access any support required to meet assessed need. We will have due regard on the impact on age, disability and ethnicity in commissioning an alternative provider to deliver services from the Haynes centre.

There will be a transition plan that will be sensitive to the needs of those that may be affected by this change, to ensure that any impact is mitigated and the process of change is safely handed.

Given how the impact is concentrated on these three protected characteristics there will be a deep engagement with voluntary and community groups in the East of the Borough in order to catalyse community-driven solutions – to increase the choice of local day opportunities. Additionally we will develop a travel arrangement approach that encompasses a greater number of options and solutions for individuals.

We will work with service users and their families/carers to co-design the new model for day opportunities for adults with dementia and will monitor the commissioned service to assure the quality of the service provision.

We will engage with service users from the Grange and the Haynes Day Centres and plan effectively for any transition required to access day opportunities, including engaging with carers/families as early as possible and before the implementation of any changes.

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.