

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for 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.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	The Haynes Dementia Hub - Day Service Fees and Charges
Service area	Commissioning Unit
Officer completing assessment	Rebecca Cribb
Equalities/ HR Advisor	xxx
Cabinet meeting date (if applicable)	xxx
Director/Assistant Director	Charlotte Pomery

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

The Council is required to carry out an annual review of its fees and charges with a view to ensuring its income from these sources are maximised by ensuring that the principle of full cost recovery is maintained.

Currently, the daily fee for adult social care clients receiving a day service at the Haynes Dementia Hub is subsidised by the council. As part of the annual review of fees and charges, the proposal is that the daily fee is brought in line with the principle of full cost recovery as set out in the council's Fairer Contributions Policy.

Accordingly, the proposal is that the daily fee will increase from £42.00 to £69.90. This is an increase of £28.57 (+69%) per day. The increase will take effect from 1st April 2018 for new clients.

A financial assessment is carried out to determine whether clients are eligible for financial support, are required to meet the full amount, or are required to pay a contribution towards the cost of their care. The service users who will be affected by this proposal are future clients who have been assessed as able to pay for the full cost of their care and support and potentially those who pay a contribution.

A review of current day service clients at The Haynes Dementia Hub indicates that five full cost clients and two clients who are required to pay a contribution will be affected by this proposal, around 20% of the Haynes Centre client base.

	Full Cost Clients	Contribution Clients – affected	Contribution Clients – not affected	All Haynes clients
Number of Service Users – 1st Dec 17	5	2	8	37

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey

Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	<i>Data on Haringey Adult Social Care Management System-Mosaic</i>	<i>N/A</i>
Gender Reassignment	<i>No data available</i>	<i>N/A</i>
Age	<i>Data on Haringey Adult Social Care Management System-Mosaic</i>	<i>N/A</i>
Disability	<i>Data on Haringey Adult Social Care Management System-Mosaic</i>	<i>N/A</i>
Race & Ethnicity	<i>Data on Haringey Adult Social Care Management System-Mosaic</i>	<i>N/A</i>
Sexual Orientation	<i>National Statistics (ONS)</i>	<i>N/A</i>
Religion or Belief (or No Belief)	<i>Data on Haringey Adult Social Care Management System-Mosaic</i>	<i>N/A</i>
Pregnancy & Maternity	<i>No data available</i>	<i>N/A</i>
Marriage and Civil Partnership	<i>Census 2011</i>	<i>N/A</i>

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The data below provides an analysis of the equalities profile of the Haynes day service client base as at 1st December 2017. However, because of the small numbers involved it should not be relied upon to determine the equalities profile of future clients affected by the proposal.

Additionally, since the financial assessment for day care services is applied equitably to all service users based on their financial situation, it is not possible to introduce measures to mitigate the impact on those service users affected by the fee increase.

Data analysis:

1. Age

Age	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service clients (37)	All ASC
18-64	0%	0%	0%	0%	0%	47%
65+	100%	100%	100%	100%	100%	53%

The data shows that 100% of service users affected by this proposal are 65+. This is consistent with the age profile of the Haynes client base, and expected of a service for people with moderate to severe dementia. Therefore, we would expect that the age of the majority of future service users affected by this proposal to be 65+.

2. Sex

Sex	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service clients (37)	All ASC
Male	60%	50%	57%	20%	32%	47%
Female	40%	50%	43%	80%	68%	53%

The data indicates that there is an over representation of males (60%) within the Full Cost client group affected by the proposal, however the small number of clients in this cohort makes it unreliable for determining the gender profile of future clients affected by this proposal.

3. Gender reassignment

We do not hold any service user data on gender reassignment protected characteristic. However, we are aware that LGBT people experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to service users.

4. Sexual Orientation

We do not hold any service user data on sexual orientation protected characteristic and we do not have any data on the lesbian, gay and bisexual (LGB) population of Haringey. The ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country, and is likely to be reflected in the Haynes client base. We are aware that LGBT people experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to service users.

5. Ethnicity

Ethnicity	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service	All ASC
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					clients (37)	
Asian / Asian British	0%	0%	0%	0%	3%	7%
Black / African / Caribbean / Black British	20%	50%	29%	10%	24%	33%
Mixed / multiple	0%	0%	0%	0%	0%	2%
No data	0%	0%	0%	0%	0%	5%
Other Ethnic Group	0%	0%	0%	10%	8%	4%
White (including White Other)	80%	50%	71%	80%	65%	49%

The data shows that there is an overrepresentation of White ethnic group (includes White British, White Irish and Any Other Background) within the Full Cost client group compared to the full Haynes client base and the Adult Social Care client base. White British and White Irish clients will therefore be overrepresented among those affected by the proposal. The small number of clients in this cohort means that it is not possible to determine the ethnicity profile of future clients affected by this proposal.

6. Religion

Religion	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service clients (37)	All ASC
Buddhist	0%	0%	0%	0%	0%	0%
Catholic	60%	0%	50%	17%	30%	11%
Christian	20%	50%	33%	83%	41%	49%
Greek Orthodox	0%	0%	0%	0%	0%	5%
Hindu	0%	0%	0%	0%	4%	3%
Jewish	0%	0%	0%	0%	4%	4%
Muslim	0%	0%	0%	0%	0%	17%
No Religion	0%	50%	17%	0%	11%	7%
Other Religion	20%	0%	0%	0%	11%	4%
Rastafarian	0%	0%	0%	0%	0%	0%
Sikh	0%	0%	0%	0%	0%	0%

Catholic and Christian are the largest recorded religion amongst Full Cost clients, which is in keeping with the client base for The Haynes. The small number of clients in this cohort means that it is not possible to determine the ethnicity profile of future clients affected by this proposal.

7. Disability

Disability	Full Cost Clients (5)	Contribution Clients affected (2)	All Affected Clients (7)	Contribution Clients (10)	All Haynes Day Service	All ASC
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					clients (37)	
Disability N	0%	0%	0%	0%	0%	28%
Disability Y	100%	100%	100%	100%	100%	72%

This proposal will exclusively affect service users with dementia, a long-term disability, due to the nature of the service. This is also reflected in the data above. Service users may also have other disabilities. Individuals with disabilities are overrepresented among those affected by the proposal as compared to all adult social care clients.

8. Pregnancy & Maternity

We do not hold data on this protected group. However, we do not envisage an impact of this service based upon this protected group.

7. Marriage and Civil Partnership Status

	Married (heterosexual couples)	Civil Partnership
Haringey	32.2%	0.6%
London	40%	0.4%
England and Wales	47%	0.2%

The number of married people (only data on heterosexual couples is available at this time) is significantly lower in Haringey than in London and England. However, the proportion of people in civil partnerships is higher in Haringey compared to the London and England and Wales average. It is reasonable to expect that the client base of the Haynes Day Service reflects this.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The proposal is likely to have minimal impact on the majority of the service users in receipt of a day care service. The service users who will be impacted are those who have been assessed to pay the full cost or a contribution towards the cost of their care and support.

The proposal will have a neutral impact, however, as the application of a charge is based on an individual's ability to pay which is itself determined by a financial assessment as set out in the Council's Fairer Charging Policy.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

Please refer to Table 1- Section 3 above

1. Sex

Male clients are more likely to be affected by the proposal than female clients. Any impact will be subject to an individual financial assessment and mitigated by six months' notice of any fee increase.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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2. Gender reassignment

We do not have local data regarding this protected characteristic. We do not think there will be specific impacts for this protected group and will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group

Positive		Negative		Neutral impact		Unknown Impact	x
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3. Age

The proposal will exclusively affect clients aged 65 and above. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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4. Disability

The proposal will exclusively affect clients with disabilities and long-term conditions due to the nature of the service. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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5. Race and ethnicity

White British clients are more likely to be affected by the proposal than clients or other races or ethnicities. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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Sexual orientation

We do not have local data regarding this protected characteristic. We do not think there will be specific impacts for this protected group and will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

Positive		Negative		Neutral impact		Unknown Impact	x
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Religion or belief (or no belief)

Catholics and those of Other Religions are overrepresented among those affected by the proposal. Any impact will be subject to an individual financial assessment.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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9. Pregnancy and maternity

We do not envisage that this proposal will have a negative impact upon this protected group because all Haynes Day Centre clients are aged over 65.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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9. Marriage and Civil Partnership

Service users and/or carers who are in a civil partnership will be treated the same as those who are married.

Positive		Negative	x	Neutral impact	x	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

Given the analysis above, we expect a negative impact for a minority of future clients who

are aged over 65 and have a disability as they will be required to pay more for their care and support. However, all fee increases will be subject to an individual financial assessment that will measure a client's ability to pay in line with the Council's Fairer Charging Policy.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
- b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
- c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

Those affected are more likely to be aged 65+ and have a long-term disability. The application of a charge is based on an individual's ability to pay which is itself determined by a financial assessment as set out in the Council's Fairer Charging Policy

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

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6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
<i>Increased charge for care and support for some clients aged over 65 and with disabilities, subject to a financial assessment</i>	<i>Full financial assessment.</i>	<i>Farzad Fazilat</i>	<i>April 2018</i>

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

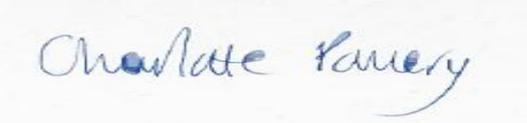
N/A

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

NA

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7. Authorisation

EqlA approved by .  Assistant Director Commissioning	Date 05 February 2018
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8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

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Please contact the Policy & Strategy Team for any feedback on the EqlA process.