

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Direct Award to Ourris Limited for Residential and Nursing Care Services
Service Area:	Adult Social Care Commissioning
Officer Completing Assessment:	Paul German
Equalities Advisor:	[Type answer here].
Cabinet meeting date (if applicable):	[Type answer here].
Director/Assistant Director	Jo Baty

2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The policy proposal, its aims and objectives, the decision in consideration. Please focus on **the change** that will result from this decision.
- Results of the analysis: potential positive and negative equality impacts
- Mitigations that will be taken to minimise negative equality impacts (if relevant)
- Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

This EQIA assesses the impact of the proposal to award a direct contract to Ourris Properties Limited and Ourris Residential Homes Limited for the

provision of 39 block-purchased residential and nursing care beds across Autumn Gardens and Anastasia Lodge.

The proposal seeks to maintain an existing service rather than introduce a new service or reduce current provision. The service provides residential and nursing care to older adults, including individuals with frailty, dementia, complex health needs and disabilities. A distinctive feature of the service is its culturally responsive model of care, supporting Greek, Greek Cypriot and Turkish communities through language support, cultural understanding, dietary requirements, faith observance and community connections. There are no identified equivalent providers within approximately 50-75 miles.

The assessment identifies predominantly positive impacts for older people, disabled people, people from Greek, Cypriot and Turkish communities, and residents experiencing socioeconomic disadvantage. Continuing the service supports continuity of care, promotes wellbeing, reduces social isolation, enhances choice and helps the Council meet its obligations under the Care Act 2014 and Equality Act 2010.

No significant adverse impacts have been identified. The proposal will continue to be monitored through contract management arrangements, resident and family feedback, quality assurance activity and performance monitoring.

3. Consultation and engagement

3a. 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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

Evidence used to inform this assessment includes:

- **Contract monitoring reports.**
- **Resident and family feedback.**
- **Complaints and compliments data.**
- **Safeguarding information.**
- **Placement activity data.**
- **Operational feedback from Adult Social Care staff.**
- **Feedback gathered through commissioning and co-production activity.**
- **Discussions through the Commissioning Co-Production Board.**

The approach includes consideration of residents with protected characteristics most likely to be impacted, particularly older people, disabled people, people from ethnic minority communities and

people experiencing language barriers. The proposal is informed by direct resident and family experience and by operational teams responsible for arranging placements.

3b. 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

Feedback indicates strong support for continuation of the service. Residents, families and professionals identified the following benefits:

- Ability to communicate in preferred languages.
- Maintenance of cultural identity and traditions.
- Support for religious and faith observance.
- Enhanced wellbeing and reduced isolation.
- Continuity of relationships and community connections.
- High levels of resident and family satisfaction.

Stakeholders consistently reported that identifying comparable alternative provision would be difficult due to the specialist and culturally responsive nature of the service.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Target Population Profile

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/populationandhousehold/populationandhouseholdestimates)

- 0-17 (XX%)
- 18-34 (XX%)
- 35-49 (XX%)
- 50-64 (XX%)
- 65+ (XX%)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- ☐ **Haringey JSNA.**
- ☐ **Placement and brokerage data.**
- ☐ **Contract monitoring information.**
- ☐ **Resident demographic information.**
- ☐ **Market Position Statement.**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

Older people are substantially overrepresented within the target population compared with the wider borough population.

The proposal directly supports older residents with assessed care and support needs who require residential or nursing care and whose needs cannot safely be met through community services alone.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Positive

The proposal maintains access to high-quality residential and nursing care, prevents disruption to existing placements and supports wellbeing, dignity, independence and quality of life for older adults.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- ☐ Care assessments.
- ☐ Contract monitoring reports.
- ☐ Placement data.
- ☐ JSNA.
- ☐ Operational feedback

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Disabled residents are significantly overrepresented within the service population.

Without the contract, there is potential for disruption to specialist support and loss of culturally responsive care for residents whose disabilities require ongoing support.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Positive

Maintaining the service promotes equality of opportunity through continued access to specialist residential and nursing support, improved health outcomes and continuity of care.

4c. Gender Reassignment

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Contract monitoring reports.

Resident and family feedback.

Operational feedback from Adult Social Care teams.

Equality monitoring information where available.

Needs and Gaps Analysis for Ourris Residential and Nursing Care Services.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

No evidence has been identified that the proposal will disproportionately affect people undergoing gender reassignment.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral

The service remains available to all eligible residents regardless of gender identity. No adverse impacts have been identified.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/gender-identity)

Data

Borough Profile ⁷

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Resident demographic information where available.

Contract monitoring reports.

Adult Social Care placement data.

Operational feedback from Adult Social Care teams.

Needs and Gaps Analysis for Ourris Residential and Nursing Care Services.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

No evidence suggests individuals are impacted differently due to marriage or civil partnership status.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral

No direct or indirect impact identified.

⁷ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

4e. Pregnancy and Maternity

Note⁸:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Contract monitoring reports.

Resident demographic information.

Adult Social Care placement data.

Operational feedback from Adult Social Care teams.

Needs and Gaps Analysis for Ourris Residential and Nursing Care Services.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

The primary service user group is older adults requiring residential or nursing care.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral

No disproportionate impact identified.

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

⁹ Births by Borough (ONS)

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹⁰

Data

Borough Profile ¹¹

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

- Needs and gaps analysis.
- Market intelligence.
- Operational feedback.
- Resident and family feedback.
- Placement data.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

The service was specifically developed to meet the needs of Greek, Greek Cypriot and Turkish communities. It supports residents through culturally responsive care, language support and community connections. There are no known equivalent providers locally offering the same model of care.

Residents from Greek, Cypriot and Turkish communities are disproportionately represented among those seeking this specialist provision.

Loss of the service would reduce access to culturally appropriate care and could negatively affect wellbeing, communication and inclusion.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Strongly Positive

The proposal advances equality of opportunity by maintaining culturally and linguistically appropriate services. It supports residents to maintain identity, language, community links and cultural heritage.

4g. Religion or belief

Data

Borough Profile ¹²

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%

¹² Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Target Population Profile

[If known, enter the profile of your target population].

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Contract monitoring reports.**
- **Resident and family feedback.**
- **Operational feedback.**
- **Needs and Gaps Analysis.**
- **Business Case evidence.**

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Positive

Continuation of the service supports residents' ability to practise and express their faith and beliefs in a familiar and supportive environment.

4h. Sex

Data

Borough profile ¹³

- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Placement data.**
- **Contract monitoring reports.**
- **Resident demographic information.**
- **Needs and Gaps Analysis.**

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/articles/genderidentityageandsexenglandandwales/2021)

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

There is no evidence that men or women are disproportionately represented within the proposal beyond the normal demographic profile associated with older people requiring residential and nursing care.

The proposal is a continuation of an existing service and access is determined by assessed need rather than sex. No barriers or differential impacts have been identified for either males or females.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral

The proposal will have a neutral impact on the protected characteristic of sex. No differential impacts have been identified.

4i. Sexual Orientation

Data

Borough profile ¹⁴

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Contract monitoring reports.**
- **Resident and family feedback.**
- **Operational feedback.**
- **Service policies and procedures.**

Detail the findings of the data.

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/censuses/census2021/data-tables/sexual-orientation)

- c) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- d) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

There is no evidence that residents are disproportionately affected by the proposal because of their sexual orientation.

The service is available to all eligible residents and there is no evidence that continuation of the contract would create barriers for people who identify as lesbian, gay, bisexual or other sexual orientations.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral

No specific positive or negative impacts have been identified relating to sexual orientation.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹
- 5.0% were qualified to level one only²⁰

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are

¹⁵ ONS – [ONS Claimant Count](#)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁷ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁸ DfE – [GCSE attainment and progress 8 scores](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²¹

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

- **Haringey State of the Borough data.**
- **Needs and Gaps Analysis.**
- **Placement and brokerage information.**
- **Contract monitoring reports.**
- **Market intelligence and provider benchmarking.**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Older people requiring residential and nursing care are more likely to experience financial vulnerability due to fixed incomes, disability, ill health and reliance upon publicly funded support.

The proposal protects access to specialist residential and nursing care provision and reduces the risk of residents needing to access potentially more expensive or less suitable alternatives. The block contract also helps provide stability and predictability of costs for the Council and residents.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Positive

The proposal supports residents experiencing socioeconomic disadvantage by maintaining access to specialist care services and reducing the risk of placement instability or reduced choice.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

The assessment identifies predominantly positive impacts for older people, disabled people, people from Greek, Greek Cypriot and

²¹ IMD 2019 – [English indices of deprivation 2019](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019) - GOV.UK (www.gov.uk)

Turkish communities, people observing particular faiths, and residents experiencing socioeconomic disadvantage.

The most significant equality benefit arises from the continuation of Haringey's only block-purchased culturally responsive residential and nursing care service. No significant adverse impacts have been identified across any protected characteristic.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.
- Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

The proposal particularly benefits residents who experience multiple protected characteristics simultaneously.

The group most likely to benefit are older people who are also disabled and from Greek, Greek Cypriot or Turkish communities. Many residents also experience additional factors such as dementia, frailty, sensory impairment, language barriers and socioeconomic disadvantage.

Continuation of the service helps reduce the combined impact of these factors by providing culturally responsive care that supports communication, wellbeing, identity, community connection and continuity of care.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

No significant data gaps have been identified that would prevent an assessment of impact.

However, demographic information relating to some protected characteristics, particularly sexual orientation, gender reassignment and religion, is limited. The Council will continue to collect resident feedback and monitor equality information where available through contract management processes.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?

- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

The proposal is expected to have an overall positive impact on equality.

The proposal will not result in direct or indirect discrimination against any protected group. It will advance equality of opportunity by maintaining access to specialist residential and nursing care for older people, disabled residents and people from Greek, Greek Cypriot and Turkish communities.

The proposal also supports the Council's duty to foster good relations by promoting inclusion, cultural understanding and respect for diversity. Continuing the service enables residents to maintain important cultural, linguistic and community connections whilst receiving safe and appropriate care.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

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

Please delete Y/N as applicable

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. 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 **Y/N**

The EQIA demonstrates that the proposal has predominantly positive equality impacts. No significant adverse impacts have been identified and the proposal supports continuity of care, resident choice and access to culturally responsive services.

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below 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 **Y/N**

No adjustments are required as a result of this assessment.

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. **Y/N**

The assessment has not identified impacts that would justify stopping the proposal.

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

Continue monitoring resident outcomes, equality impacts, resident and family feedback, and access to culturally responsive care through contract monitoring arrangements.

Lead officer: Paul German

Timescale: Quarterly throughout the contract term.

Please outline any areas you have identified where negative impacts will happen because 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 the:

No significant negative impacts have been identified that require mitigation beyond ongoing monitoring and contract management.

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

The Commissioning Team will be responsible for monitoring the equality impact of the service.

Monitoring will include:

Quarterly contract monitoring meetings.

Resident and family feedback.

Complaints and compliments data.

Safeguarding information.

Occupancy and placement activity.

Quality assurance visits.

Review of any equality-related concerns or emerging trends.

The EQIA will be reviewed within 12 months of contract commencement, or earlier if significant changes to service delivery, resident needs, quality performance or market conditions arise. Residents, families and stakeholders will continue to contribute feedback through established engagement and co-production arrangements.

Date of EQIA monitoring review:

12 months from contract commencement.

8. Authorisation

EQIA approved by (Assistant Director/ Director)

[Type answer here].

Date

[Type answer here].

9. Publication

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

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