




Haringey Council

Equality Impact Assessment

Name of Project	Linden Road residential home	Cabinet meeting date If applicable	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 7 November 2014 Revised June 2015 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 – Pauline Simpson	5.
2. Transformation Project Manager – Donna Simeon	6.
3. Policy & Equalities Officer – William Shanks	7.
4.	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 EqlA is required. If a full EqlA is required move on to Stage 3.

The recommendation:

Close Linden House as a residential home

Linden House can accommodate up to 6 adults with learning disabilities, including those with complex needs. There are currently 4 residents at Linden Road.

Haringey Council provides support to around 650 working age people with a learning disability. Of those 650, just 157 now live in residential accommodation, while the majority are living in the community – either in their own home, with carers in Supported Living arrangements, or in the Shared Lives schemes. The focus to help adults with learning disabilities to move out of institutionalised care and into appropriate community settings began in 2010 and is central to our ambition to, by 2017, consider the need for residential care only as a last resort.

We have developed a range of provision for vulnerable people that has a greater emphasis on helping people to continue to live independently at home - maximising their independence and reducing social isolation - and is less reliant on traditional institutions. Working closely with our partners we are increasing the availability of schemes such as Supported Living and Shared Lives – demonstrating how most needs, including complex needs, can be met in the community.

This proposal to close Linden Road Residential Home would require the reassessment or review of the needs of the current service users, with a view to identifying satisfactory alternative provision to meet assessed needs. The change will provide opportunity for vulnerable people to live independently in their own homes and assist them to achieve their goals in independent living and give people real supported living options through supporting their choices and enabling them to have control over their lives

It is acknowledged from the consultation feedback, that both carers and service users would be affected by the proposal. We do not underestimate the anxiety and concern that may be felt by residents about these proposals. Our engagement and consultation with those potentially affected has helped us better understand any negative impact that the proposals might have on individuals and how we might reduce this. We have given consideration to how individual needs can be met and how we can mitigate any unavoidable 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?
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?
EqlA 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 Linden Road Residential Home service users: as at 22/10/2015	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 and negative impacts identified that need to form part of your action plan					Positive	Negative	Details	None – why?	
Gender	Borough		Linden as at July 2015					Although the residents are currently all male, this is not by design. There is no restriction by gender across the service as a whole. We will work with all service users and provider services to ensure suitable availability for both genders.	
		no.	%	no.					%
	Female	128702	50.5%	0					0%
	Male	126224	49.5%	5					100%
	TOTALS	254926	100%	5					100%
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					80% of service users are under 40 years of age; this proposal promotes and provides opportunities to this group of adults to have greater independence and control over their lives. We will work with service users and provider services to ensure suitable availability of opportunity for all		All service users will have a reassessment/review of their needs, with a view to identifying satisfactory alternative provision to meet assessed needs.	Detailed feedback to the proposal did not indicate differing impacts on service users on the grounds of their age.	
Age	Borough		Linden as at July 2015						
		no.	%	no.					%
	25-29	28062	16%	1					20%
	30-34	28539	17%	2					40%
	35-39	22684	13%	1					20%
	40-44	20135	12%	0					0%
	45-49	17656	10%	0					0%
	50-54	13416	8%	1					20%
55-59	10613	6%	0	0%					

<table><tr><td>60-64</td><td>9243</td><td>5%</td><td>0</td><td>0%</td></tr><tr><td>65-69</td><td>6680</td><td>4%</td><td>0</td><td>0%</td></tr><tr><td>70-74</td><td>5895</td><td>3%</td><td>0</td><td>0%</td></tr><tr><td>75-79</td><td>4506</td><td>3%</td><td>0</td><td>0%</td></tr><tr><td>80+</td><td>5288</td><td>3%</td><td>0</td><td>0%</td></tr><tr><td>TOTAL</td><td>172717</td><td>100%</td><td>5</td><td>100%</td></tr></table>					60-64	9243	5%	0	0%	65-69	6680	4%	0	0%	70-74	5895	3%	0	0%	75-79	4506	3%	0	0%	80+	5288	3%	0	0%	TOTAL	172717	100%	5	100%	age groups.																		
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TOTAL	172717	100%	5	100%																																																	
Disability The Office of National Statistics does not collect detailed information on type of disabilities.						Residents have a learning disability - autism to behaviours that can be challenging.		Feedback from the consultation indicated that residents were concerned about the accessibility and quality of alternative provision within the borough for adults with learning disabilities. See section 6 for mitigations.																																													
Race & Ethnicity <table><tr><td>Ethnicity</td><td colspan="2">Borough</td><td colspan="2">Linden as at July 2015</td></tr><tr><td></td><td colspan="2"></td><td colspan="2"></td></tr><tr><td></td><td>no.</td><td>%</td><td>no</td><td>%</td></tr><tr><td>Asian</td><td>24150</td><td>15%</td><td>0</td><td>0%</td></tr><tr><td>Black</td><td>47830</td><td>29%</td><td>4</td><td>80%</td></tr><tr><td>Mixed</td><td>16548</td><td>10%</td><td>1</td><td>20%</td></tr><tr><td>Other</td><td>12055</td><td>7%</td><td>0</td><td>0%</td></tr><tr><td>White</td><td>65919</td><td>40%</td><td>0</td><td>0%</td></tr><tr><td>TOTALS</td><td>166502</td><td>100%</td><td>5</td><td>100%</td></tr></table>					Ethnicity	Borough		Linden as at July 2015								no.	%	no	%	Asian	24150	15%	0	0%	Black	47830	29%	4	80%	Mixed	16548	10%	1	20%	Other	12055	7%	0	0%	White	65919	40%	0	0%	TOTALS	166502	100%	5	100%				The residential home is not restricted by race and ethnicity. The service is open to anyone aged 18 - 64 years provided they meet Care Act eligibility and the service can meet their assessed needs. In identifying suitable alternative accommodation for the residents and in the wider promotion of independence for all adults, due regard will be shown to race and ethnicity.
Ethnicity	Borough		Linden as at July 2015																																																		
	no.	%	no	%																																																	
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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.																																													

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 all service users are of Christian belief. The consultation feedback did not indicate significance to this characteristic in the responses to the proposal, however this information will be considered in identifying alternative options for the affected service users.</p>
Religion	Borough		Linden as at July 2015					
	no.	%	no.	%				
Christian	114659	45%	5	100%				
Hindu	4539	2%	0	0%				
Jewish	7643	3%	0	0%				
Muslim	36130	14%	0	0%				
None/none stated	87015	34%	0	0%				
Other	4132	2%	0	0%				
Sikh	808	0%	0	0%				
TOTALS	254926	100%	5	100%				
Pregnancy & Maternity							<p>Available data does not indicate the status for service users on pregnancy and maternity.</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 proposal did not indicate differing impacts on service users on the grounds of their sexual orientation status.</p>
Marriage and Civil Partnership							<p>Available data does not indicate the status for service users on marriage and civil partnership status</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 proposal did not indicate differing impacts on service users on the grounds of their marriage and civil partnership status.</p>

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 recommendation is that all positions at Linden Road Residential Home will be made redundant and therefore all staff will be directly affected by the proposal.	The workforce at Linden Road Residential Home is equally balanced between men and women therefore we do not consider there is risk of a disproportionate risk of impact on this characteristic.	
Sex:	All staff	%	Linden	%					
All people	2,727		20						
Males	887	32.5%	10	50%					
Females	1,840	67.5%	10	50%					
Gender Reassignment							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 where possible they will be offer alternative employment under the council's redeployment	There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation	
Gender Reassignment									
The relevant data is not available.									
Age						The potentially affected workforce is comparibly older than the Council workforce; 50% of staff are in the 50-64 age group compared to 41.7% across the council generally. Overall there is a disproportionately higher risk of impact on staff in the 50-64 age group.	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 where possible they will be offer alternative employment under the council's redeployment		
Age:	All staff		Linden	%					
Total	2,727	%	20						
16-24	34	1.2%	1	5%					
25-39	681	25.0%	3	15%					
40-49	822	30.1%	5	25%					
50-64	1,138	41.7%	10	50%					
65 +	52	1.9%	1	5%					

							procedure.	
Disability								<p>The workforce at Linden Road Residential Home is fairly balanced between the staff with disabilities within the service and staff across the council generally. Therefore 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>
Disability:	All staff	%	Linden	%				
All people	2,727		20					
Disabled Staff	282	10.3%	3	15%				
Non Disabled Staff	1,775	65.1%	16	80%				
Not Declared	670	24.6%	1	5%				
Race & Ethnicity						<p>The potentially affected workforce contains comparably more staff from BME backgrounds (75%) compared to the council generally (53.1%). Overall there is a disproportionately higher impact on staff from BME background.</p>		
Race & Ethnicity:	All staff	%	Linden	%				
All people	2,727		20					
White	1,219	44.7%	4	20%				
Mixed	100	3.7%	0	0%				
Asian	263	9.6%	1	5%				
Black	1,009	37.0%	14	70%				
Not Declared	59	2.2%	1	5%				
Other ethnic group	77	2.8%	0	0%				
Sexual Orientation								There is insufficient data to allow an

<table><tr><th>Sexual Orientation:</th><th>All staff</th><th>%</th><th>Linden</th><th>%</th></tr><tr><td></td><td>2,727</td><td></td><td>20</td><td></td></tr><tr><td>Bi-Sexual</td><td>8</td><td></td><td>0</td><td>0%</td></tr><tr><td>Gay Man</td><td>12</td><td></td><td>0</td><td>0%</td></tr><tr><td>Heterosexual</td><td>528</td><td></td><td>0</td><td>0%</td></tr><tr><td>Lesbian</td><td>4</td><td></td><td>0</td><td>0%</td></tr><tr><td>Prefer not to say</td><td>188</td><td></td><td>0</td><td>0%</td></tr><tr><td>Not Declared</td><td>1,987</td><td></td><td>20</td><td>100%</td></tr></table>					Sexual Orientation:	All staff	%	Linden	%		2,727		20		Bi-Sexual	8		0	0%	Gay Man	12		0	0%	Heterosexual	528		0	0%	Lesbian	4		0	0%	Prefer not to say	188		0	0%	Not Declared	1,987		20	100%				<p>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>															
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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 religion or belief.</p> <p>There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation</p>																																																							
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Pregnancy & Maternity								The relevant data is not available.																																																							

Pregnancy & Maternity								There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation
The relevant data is not available								
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 the sexual orientation status. There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation
Marriage and Civil Partnership:	All staff	%	Linden	%				
All people over 16 years old	2,727		22					
Single	550	20.2%	3	14%				
Married	253	9.3%	3	14%				
Separated	2	0.1%	0	0%				
Divorced	24	0.9%	0	0%				
Widowed	2	0.1%	0	0%				
Same-sex civil partnership	0	0.0%	0	0%				
Not Stated	1,896	69.5%	16	73%				

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>In house services are highly valued by people who use services, their families and carers. However, with reduced public funding, Local Authorities need to develop new models and approaches which increase value for money.</p> <p>Reviewing/re-assessment of service users' needs will likely result in changes in care provided for some existing customers. As such, it is likely to lead to a high level of anxiety and complaints from customers and from their carers/families.</p> <p>Closing Linden House as a residential home will reduce the availability of residential accommodation for adults with a Learning disability within the borough.</p> <p>Risks identified through equalities impact assessment:</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 Linden Road Residential Home.</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 residential and supported living providers so that adults, are supported to identify appropriate support.

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>Consultations 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>37 people responded to the Proposal 2 questionnaire and 78% of responses opposed the proposal to the close Linden House Residential Home.</p> <p>Responses to the consultation included feedback:</p> <ol style="list-style-type: none"> 1) Raising concern regarding the quality of care provided by the private sector. 2) Raising concerns regarding the integration of the residents with the wider community.

Stage 8 - Final impact analysis

Risks identified through the initial equalities impact assessment:

Impact on disability: all service users have a learning disability from autism to behaviours that can be challenging.

Closing Linden House is likely to lead to a high level of anxiety and complaints from customers and from their carers/families. In the course of reassessing/reviewing residents needs there may be a change in the level of care provided which may cause some distress.

Closing Linden House as a residential home will reduce the availability of residential accommodation for adults with a Learning disability within the borough.

Feedback to the consultation indicated overwhelming disagreement with the proposal raising specific concern for the 4 adults currently residing at the residential home and their families/carers. The risks to service users during the transition to a new location and the ability for the service users to be understood and adapt to the new environment and staff.

Mitigations

To mitigate the effects of the proposals we will:

- 1) Re-assess/review all service users and their families/carers to identify their needs.
- 2) Work with service users, their families/carers and independent advocates, to identify suitable alternative provisions.
- 3) Work with residential and supported living providers so that adults are supported to identify appropriate support.
- 4) Work with service users, their families/carers and independent advocates to develop individual transition plans.
- 5) Review the service user at agreed intervals to ensure they are settling into their new surroundings.

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

Date of review

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication