



**Haringey Council**

## Equality Impact Assessment

<b>Name of Project</b>	Shared Lives	<b>Cabinet meeting date If applicable</b>	16/12/2014 10/02/2015 16/06/2015 10/11/2015
<b>Service area responsible</b>	Adult Social Services		
<b>Name of completing officer</b>	Donna Simeon	<b>Date EqIA created</b>	Draft October 2015
<b>Approved by Director / Assistant Director</b>		<b>Date of approval</b>	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.

<b>Stage 1 – Names of those involved in preparing the EqIA</b>	
1. Transformation Project Manager – Donna Simeon	5.
2. Policy & Equalities Officer – William Shanks	6.
3.	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 EqIA is required. If a full EqIA is required move on to Stage 3.

The recommendation:

**The delivery of the Council's in-house Shared Lives Service through an alternative provider, following a procurement process**

Shared Lives is a well established scheme within Haringey Council and nationally. The scheme relies on the participation of the local community, where a family or an individual share their family home with someone who needs support. The scheme is open to adults with various disabilities that have been assessed as being able to live within the community. It enables such adults to enjoy the independence and support of living with a local individual/family.

The scheme offers an adults placement option for adults with a learning disability, mental health needs, a physical disability or who are frail and older. Such placements offer the opportunity for people with social care needs who cannot live independently to live in a family environment in the community, where they could otherwise require supported living or residential care.

Currently, the service has 35 adults in placement, 30 of whom have a learning disability and 5 of whom have a mental health need  
Initial screening indicates that the proposal would not have an impact on existing service users or carers. Service Users would not be required to move residence.

The Shared Lives team currently has 4 members of staff that will be directly affected by this recommendation.

### 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?

**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?
<b>Sex</b>				The service proposal is to transfer the service to an external provider to increase capacity and reduce costs. We do not consider there will be any adverse impact on service users on the grounds of a) their sex, b) their gender reassignment status, c) religion or belief, d) race and ethnicity e) sexual orientation f) pregnancy & maternity status, g) marriage and civil partnership status, h) their age, i) disability.  Further analysis of service user characteristics will be carried out during the commissioning process for commissioning a new provider.
<b>Gender Reassignment</b>				
<b>Age</b>				
<b>Disability</b>				

<b>Religion or Belief (or No Belief)</b>				
<b>Race &amp; Ethnicity</b>				
<b>Sexual Orientation</b>				
<b>Pregnancy &amp; Maternity</b>				
<b>Marriage and Civil Partnership</b>				

**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?
<b>Sex</b>							<p>This proposal assumes the transfer of staff to an alternative provider.</p> <p>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. All employees within this service area will be treated equally in accordance with the Council's redeployment policy and procedures.</p> <p>EqIA evaluation will be updated following this consultation</p>	<p>The workforce is fairly balanced between men and women we do not consider there is risk of a disproportionate impact on this characteristic.</p>
Sex:	All LBH staff	%	Shared Lives Team	%				
All people	2,727		5					
Males	887	32.5%	3	60.0%				
Females	1,840	67.5%	2	40.0%				
<b>Gender Reassignment</b> Data is not available								<p>There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation</p>
Gender Reassignment								
<b>Age</b>						<p>The potentially affected workforce is comparably older than the Council</p>		
Age:	All LBH staff	%	Shared Lives Team	%				

<table><tr><td>All people</td><td>2,727</td><td></td><td>5</td><td></td></tr><tr><td>16-24</td><td>34</td><td>1.2%</td><td>0</td><td>0.0%</td></tr><tr><td>25-39</td><td>681</td><td>25.0%</td><td>1</td><td>20.0%</td></tr><tr><td>40-49</td><td>822</td><td>30.1%</td><td>2</td><td>40.0%</td></tr><tr><td>50-64</td><td>1,138</td><td>41.7%</td><td>2</td><td>40.0%</td></tr><tr><td>65 +</td><td>52</td><td>1.9%</td><td>0</td><td>0.0%</td></tr></table>					All people	2,727		5		16-24	34	1.2%	0	0.0%	25-39	681	25.0%	1	20.0%	40-49	822	30.1%	2	40.0%	50-64	1,138	41.7%	2	40.0%	65 +	52	1.9%	0	0.0%		workforce. Overall there is a disproportionatel y higher risk of impact on staff in the 40-49 age group.		
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Disability								The Shared Lives workforce 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. Disabled staff will be treated fairly during the consultation and redeployment process.																														
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<b>Race &amp; Ethnicity</b>						The potentially affected workforce contains comparably more staff from BME backgrounds (80%) compared to the council generally (53.1%). Overall there is a disproportionately higher risk of impact on staff from BME background.		
<b>Race &amp; Ethnicity:</b>	<b>All LBH staff</b>	<b>%</b>	<b>Shared Lives Team</b>	<b>%</b>				
<b>All people</b>	<b>2,727</b>		<b>5</b>					
<b>White</b>	1,219	44.7%	1	20.0%				
<b>Mixed</b>	100	3.7%	1	20.0%				
<b>Asian</b>	263	9.6%	0	0.0%				
<b>Black</b>	1,009	37.0%	3	60.0%				
<b>Not Stated</b>	59	2.2%	0	0.0%				
<b>Other Ethnic Group</b>	77	2.8%	0	0.0%				
					<b>Positive</b>	<b>Negative</b>	<b>Details</b>	<b>None – why?</b>
<b>Sexual Orientation</b>								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
<b>Sexual Orientation:</b>	<b>All LBH staff</b>	<b>%</b>	<b>Shared Lives Team</b>	<b>%</b>				
<b>All people</b>	<b>2,727</b>		<b>5</b>					
<b>Bi-Sexual</b>	8	0.3%	0	0.0%				
<b>Gay Man</b>	12	0.4%	0	0.0%				
<b>Heterosexual</b>	528	19.4%	0	0.0%				
<b>Lesbian</b>	4	0.1%	0	0.0%				
<b>Prefer not to say</b>	188	6.9%	5	100.0%				
<b>Not Declared</b>	1,987	72.9%	0	0.0%				

				during the consultation																																																							
<b>Religion or Belief (or No Belief)</b> <table border="1"> <thead> <tr> <th>Religion or Belief (or No Belief):</th><th>All LBH staff</th><th>%</th><th>Shared Lives Team</th><th>%</th></tr> </thead> <tbody> <tr> <td>All people</td><td>2,727</td><td></td><td>5</td><td></td></tr> <tr> <td>Christian</td><td>335</td><td>12.3%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Buddhist</td><td>2</td><td>0.1%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Hindu</td><td>16</td><td>0.6%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Jewish</td><td>5</td><td>0.2%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Muslin</td><td>52</td><td>1.9%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Sikh</td><td>7</td><td>0.3%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Other Religion</td><td>16</td><td>0.6%</td><td>0</td><td>0.0%</td></tr> <tr> <td>No Religion</td><td>152</td><td>5.6%</td><td>0</td><td>0.0%</td></tr> <tr> <td>Not Stated</td><td>2,142</td><td>78.5%</td><td>5</td><td>100.0%</td></tr> </tbody> </table>	Religion or Belief (or No Belief):	All LBH staff	%	Shared Lives Team	%	All people	2,727		5		Christian	335	12.3%	0	0.0%	Buddhist	2	0.1%	0	0.0%	Hindu	16	0.6%	0	0.0%	Jewish	5	0.2%	0	0.0%	Muslin	52	1.9%	0	0.0%	Sikh	7	0.3%	0	0.0%	Other Religion	16	0.6%	0	0.0%	No Religion	152	5.6%	0	0.0%	Not Stated	2,142	78.5%	5	100.0%				<p>There is insufficient data to allow an analysis of the impact of the recommendations on staff in consideration of their religion or belief.</p> <p>There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation</p>
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## Marriage and Civil Partnership

(note this only applies in relation to eliminating unlawful discrimination (limb 1))

Marriage and Civil Partnership:	All LBH staff	%	Shared Lives Team	%
All people over 16 years old	2,727		5	
Single	550	20.2%	0	0.0%
Married	253	9.3%	1	20.0%
Separated	2	0.1%	0	0.0%
Divorced	24	0.9%	0	0.0%
Widowed	2	0.1%	0	0.0%
Same-sex civil partnership	0	0.0%	0	0.0%
Not Stated	1,896	69.5%	4	80.0%

There is insufficient data to allow an analysis of the impact of the recommendations on staff in consideration of the marriage and civil partnership status. There will be an opportunity for staff to raise any impacts arising for this characteristic during the consultation

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
An equalities impact assessment has not been undertaken for users of this service area. Initial screening indicates that the proposal would not have an impact on existing service users or carers. Service Users would not be required to move residence.	See section 8

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
Consultations on the three proposals were undertaken from 3 July to 1 October 2015. The proposal was part of Proposal 2 of the adult social care public consultation.	This proposal had a relatively low number of responses (37). 57% of respondents were strongly opposed to the proposals however 32% were neutral.

Stage 8 - Final impact analysis
<p>The service proposal is to transfer the service to an external provider to increase capacity and reduce costs. We do not consider there will be any adverse impact on service users on the grounds of a) their sex, b) their gender reassignment status, c) religion or belief, d) race and ethnicity e) sexual orientation f) pregnancy &amp; maternity status, g) marriage and civil partnership status, h) their age, i) disability. Further analysis of service user characteristics will be carried out during the commissioning process for commissioning a new provider.</p> <p>We acknowledge the concerns raised through the consultation responses regarding the quality of services provided by an alternative provider. To mitigate this we shall have a commissioning relationship with the new provider. This means that we will specify the service which we want to be provided and the new provider will deliver the service in line with that specification. We will monitor the provider to ensure compliance with our requirements including the provision of high quality support.</p> <p>Additionally:</p> <ol style="list-style-type: none"> <li>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;</li> <li>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</li> </ol>

Wellbeing. In addition the transformation is subject to scrutiny by the Council's overview and Scrutiny Committee and the Adults and Health Scrutiny panel.

We acknowledge that certain groups of staff may be disproportionately affected (older 40-49 and BME) 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

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