

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	Ending subsidy for Meals on Wheels service
Service area	Adults Social Care
Officer completing assessment	Christine Mosedale
Equalities/ HR Advisor	Paul Green
Cabinet meeting date (if applicable)	October
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 proposal is to end the Council subsidy for the meals on wheels service. Currently users pay a fixed contribution of £3.40 per meal costing the Council over £140,000 a year. Going forward the role of the Council will be as a facilitator/navigator, helping the individual to decide which meals option they want to take up. We are not intending to promote one option but to ensure a number of ways of accessing a regular hot meal are in place.

In future, the options for meals will routinely be explored as part of a needs assessment and the care and support planning process. Where someone chooses a frozen meal alternative the Council may need to provide a microwave/freezer (to ensure adequate storage space) and ensure home care is in place where a person is not able to heat the food and family are not able to assist. Brokers will be able to set up arrangements with providers. We envisage this method to reduce the cost to close to current charges.

The Council has been working to develop and expand the options available in the community and explored these as part of the public consultation that ran from 26 June to 24 September.

Everyone who currently accesses MoW will be reviewed so that there is no cliff edge when the service is stopped and to ensure an alternative arrangement is in place to meet assessed needs.

Users will be able to access culturally specific meals, with a range available as part of the options being explored both for delivery and in the community.

According to the data, approx 110 users a month regularly access the Sodexo Meals on Wheels Service, receiving a hot meal on a daily basis. A significant number of the current users appear to receive no other service from the Council.

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
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Sex	Council and provider service user data	N/A
Gender Reassignment	Unknown	N/A
Age	Council service user data	N/A
Disability	Council service user data	N/A
Race & Ethnicity	Council service user data	N/A
Sexual Orientation	Unknown	N/A
Religion or Belief (or No Belief)	Unknown – however have provider service user data regarding meal type.	N/A
Pregnancy & Maternity	N/A	N/A
Marriage and Civil Partnership	Unknown	N/A

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.

Demographics of proportion of service users

1. Sex

60% Female
40% Male

Women are more likely to use the service, reflecting the fact that women live longer, and therefore will be impacted by the decision.

2. Gender Reassignment

We do not hold data on service users who fall under the 'gender reassignment' protected characteristic. We do not envisage any inequalities caused by this decision.

3. Age

11% < 65
14% - 65-74
36% - 75-84
38% - 85+

As expected, the majority of service users are older, in particular over 85.

4. Disability

80% have a physical support need
2% have a mental health support need
3% have a sensory support need
3% have support with memory and cognition
1% have a learning disability
3 users receive soft meals.

5. Race

61% White
23% Black
5% Asian
11% Other/unknown

There is a slightly higher proportion of white service users compared to the Haringey population but this is likely to reflect the profile of older people in the borough.

6. Sexual Orientation

We do not hold data on service users' sexual orientation. We do not envisage any inequalities for this protected characteristic for this decision.

7. Religion and belief/non-belief

The data regarding religious belief is incomplete with the no data available for 45% of service users. Of the remaining 55%:

47% Christian
3% Jewish
2% Muslim
2% No religion
<1% other religion

We recognise that that there could be diverse religions based on the diverse population of the borough.

We are aware of 4 users receiving Kosher meals and 1 user Halal meals. Consideration will be needed about what meals are offered for people with particular religious beliefs.

8. Pregnancy & Maternity

Due to the age of the service users, this protected characteristic is not relevant.

9. Marriage and Civil Partnership Status

We do not have data for this protected characteristic. We do not envisage discrimination based upon this group.

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

Consulting through survey. Given the demographic this was done through easily accessible formats and sent out by post as well as being available online. There were public meetings held at Wood Green, Marcus Garvey and Hornsey libraries. We tried to ensure disabled people could participate in the consultation by offering reasonable adjustments. This included one to one interviews were available to enable those with a sensory impairment to participate.

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

33 people responded to the consultation – a response rate of 24%.

Age

88% of respondents were aged over 60 and 36% were over 85.

This is comparable to the age of users of the service with around 11% aged under 65, 36% 75-84 and 38% over 85.

Disability

97% considered themselves to have a disability. Given the demographic of service users it is likely that this is a disability as a result of frailty due to age. This is line with service user data with 89% listed as having a disability with 80% of users listed as having a physical support need as their primary support need.

Ethnicity

	Respondents	Service users
White	61%	61%
Black	24%	23%
Asian	12%	5%
Other/unknown	3%	11%

Religion and belief/non-belief

84% of those that responded to the consultation are Christian, 3% Jewish, 6% Muslim and 6% prefer not to say. Whilst recognising that the data the Council holds regarding religious belief is incomplete this is broadly reflective of the users of the service as a whole based

on the data that we have. Of those that have a religious belief / non-belief listed 83% are listed as Christian.

Sex

	Respondents	Service users
Female	56%	60%
Male	44%	40%

The consultation has identified the following equality issues:

- Current provision has helped discover unwell or fallen service users
 - o As part of the reviews, users will be referred to the Integrated Community Therapies Team for a multifactorial falls risk assessment, where appropriate.
- 58% of respondents would not be able to afford the increased costs which will impact on the groups who are more likely to use the service
 - o Frozen meal delivery options are available at a similar cost to the existing cost for users. The Council will ensure that any additional support needed is in place.
- 44% of respondents said it would have an impact on social isolation
 - o Users will be referred to the befriending service and luncheon clubs, where appropriate.
- 27% of respondents said the change will involve family members or carers
 - o Carers are entitled to their own assessment and can receive support from the Council's carer support service.
- Although no respondent said that their preferred meal was halal we know that there are current users who receive Halal meals in addition respondents indicated that their preferred meal type was European, Cypriot, Caribbean, Vegetarian and Kosher.
 - o There are delivery and frozen options available for all these meal types. Although for Kosher affordable options are more limited the proposed pilot independent living service would be able to offer all meal types for the same cost.

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

1. Sex

It is acknowledged that this proposal would have a disproportionate impact on women. This is due to the fact there are more women than men are using the Meals on Wheels service and therefore are more likely to receive the increase in costs. To mitigate this frozen meal options are available at a similar cost. In addition, the development of a more affordable delivery option is being supported.

It is likely women are more likely to take responsibility for caring and our consultation found that carers will be likely to play a role in certain situations. Carers will be entitled to their own assessment which will help to mitigate against any indirect hardship caused by this decision.

Positive		Negative	x	Neutral impact		Unknown Impact	
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2. Gender reassignment

We are not expecting any impact. Any providers will be required to comply with standard Equality Act requirements in order to prevent any harassment based on this protected characteristic.

Positive		Negative		Neutral impact		Unknown Impact	x
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3. Age

The removal of the subsidy for the Sodexo meals on wheels service would have a disproportionate impact on older people, who are more likely to be unable to make meals for themselves and rely on the meals on wheel service. All clients will still be able to access the Sodexo meals on wheels services directly, however at full cost. There are also a number of alternatives available both for delivery and in the community at a range of price points.

Positive		Negative	x	Neutral impact		Unknown Impact	
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4. Disability

The majority of people who access the service have either a physical or mental disability, including dementia and frailty. Of these a proportion will be unable to prepare a meal for themselves and require assistance to manage and maintain their own nutrition. Measures will be in place to mitigate any negative impacts from the proposed change. Where users are unable to afford the full cost of a delivery option users will be supported to access a frozen meal option for example with changes to their home care package where needed.

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

The ethnic profile of the service users roughly represents the ethnic profile of the borough

so we do not expect particular communities to be disproportionately impacted by this decision. We are aware that certain users have cultural meal choices to reflect the diversity of the borough, such as Cypriot meals, and have therefore asked questions in the consultation regarding this to ensure we try and meet the different cultural meal needs of service users. It was clear that there is a need for cultural meals. We are also aware some ethnic groups are more likely to be living in poverty and we have placed measures to reduce the likelihood of financial hardship through frozen meal options and a range of community delivery options.

Positive		Negative		Neutral impact	x	Unknown Impact	
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6. Sexual orientation

We are not expecting any impact. Any providers will be required to comply with standard Equality Act requirements in order to prevent any harassment based on this protected characteristic.

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

Given the limited range of affordable alternatives that exist with the community at the moment this will disproportionately impact on those who require kosher and halal meals. We are supporting the establishment of a new provider who is able to provide kosher and halal meals at the same cost to users as standard European meals. Vegetarian meals options are also available.

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

N/A

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

This decision will not discriminate between a couple who are in a civil partnership and those who are in a marriage.

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

The biggest impact will be on those on lower incomes which are also related to the characteristics of sex, disability, age and race and ethnicity. We are introducing measures to mitigate any financial hardship caused by this decision through frozen meal options and a range of community delivery options.

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?

The majority of customers are over 65 years of age, with physical or mental disabilities. The proposed changes will have a negative impact on this group of people. We are introducing measures to mitigate any financial hardship when possible.

The proposal may result in higher attendance at various luncheon clubs which may help to foster good relations between groups who share a protected characteristic. It is worth noting that many other London boroughs do not provide a meals on wheels service as such, including Islington, Camden, Enfield and Barnet.

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>	
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	Y
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.	

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
Financial hardship – age, race and ethnicity, sex, disability.	Frozen meal delivery options are available at a similar cost to the current costs to users. Where a frozen meal delivery option is chosen the users risk of social isolation will also be assessed and additional mitigations put in place – as set out below.	Responsible Commissioning Manager	Ongoing
Lack of affordable alternatives for culturally specific meals – religion or belief, race and ethnicity.	The Council are supporting a new meals on wheels provider who is able to offer kosher and halal meals at the same cost to users as standard meals [subject to funding]. Vegetarian options are also available.	Responsible Commissioning Manager	Ongoing
Social isolation – age, sex, race and ethnicity, disability.	Referrals to luncheon clubs, and the befriending service. Where luncheon clubs is an assessed need transport will be provided.	Responsible Commissioning Manager	Ongoing
Impact on carers – sex	Support is available through the Council's carers support service. Carers are also entitled to their own assessment.	Responsible Commissioning Manager	Ongoing
Health benefits of daily visits– age, sex, disability	If users are assessed as at risk of falls but home care is not needed, users will be referred to the locality team or falls prevention team for monitoring. In addition, users will also be referred to the befriending service as set out above.	Responsible Commissioning Manager	Ongoing

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.

To mitigate the negative impact to the groups identified it will be necessary to develop a communication plan to provide clear information and advice to reduce concerns. Through reviews the Council will support users to provide information on the alternative options and make arrangements through brokerage to ensure a smooth transition to the proposed model.

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

As part of their regular reviews, where users access other social care services.

7. Authorisation

EqlA approved by



(Assistant Director/ Director)

Date 04/10/17

8. Publication

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

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