EQUALITY IMPACT ASSESSMENT

The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to:

• Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
• Advance equality of opportunity between people who share those 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.

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 protect 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	Linden House Assisted Living Accommodation Refurbishment
Service area	Commissioning
Officer completing assessment	Farzad Fazilat
Equalities/ HR Advisor	Lucy Fisher
Cabinet meeting date (if applicable)	July 2019
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

Linden House is currently a vacant premise formerly used as an 8-bedded residential unit for people with profound learning disabilities. The decision to close the residential home that was formerly on this site was taken by Cabinet in November 2015, and a full EqIA was conducted at that time.

The current proposal is to convert Linden House (previously open as an 8-bedded residential care home) into a supported living scheme with 4 self-contained flats for Transforming Care inpatients. This is driven by the following:

•   The Transforming Care programme: Haringey Council and Haringey CCG, as required by NHSE, are keen to improve resident outcomes to facilitate the discharge of Haringey patients with autism, challenging behaviour and/or mental health conditions currently living in acute settings. NHSE have offered capital grants to Councils and CCGs to support the development of properties to support the discharge of these patients.

•   Haringey's supported living accommodation profile: The main challenge to facilitating discharge of Transforming Care patients, and indeed supporting adults with autism and/or challenging behaviour and complex needs is the availability of suitably adapted accommodation. The Council and CCG often have to purchase stand-alone properties and commission 'wrap-around' support at high cost due to the absence of appropriately adapted shared accommodation in Haringey.

What will this mean:
The change will provide the 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.

4 service users that will be moving into to Linden House have a learning disability and autism, which is a protected characteristic.

Consultation
This will not be necessary if the proposal is to go ahead. Consultation took place with service users and customers in November 2015 on the closure of Linden residential house and to Increase capacity to provide Supported Living Accommodation. This consultation ascertained that such accommodation - which allows greater control over one's own life - is the preference for this group.

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

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

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users					Staff
Sex	*Service users earmarked to move are all male. The needs assessment is the principal route to determining take up of the service*					N/A

Gender	Borough		TCP patients	
	no.	%	no.	%
Female	128702	50%	0	0%
Male	126224	50%	4	100%
TOTALS	**254926**	**100%**	**4**	**100%**

Protected group	Service users	Staff
Gender Reassignment	Current data on service users does not breakdown by gender reassignment.	N/A
Age	The service is targeted at working age adults who will most benefit from the supported living model. For the younger age groups particularly (25-29, 30-34 35 -39), the move to supported living is a positive as it will mean people will have more opportunities to be independent and to take control over their lives.	N/A

Age	Borough		All current	
	no.	%	no.	%
25-29	28062	16%	1	25%
30-34	28539	17%	2	50%
35-39	22684	13%	1	25%
40-44	20135	12%	0	0%
45-49	17656	10%	0	0%
50-54	13416	8%	0	0%
55-59	10613	6%	0	0%
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%
	TOTALS	**172717**	**100%**	**4**	**100%**

Disability	All of those who are provided with a service have a learning disability with autism and behaviours that can be challenging	N/A

Race & Ethnicity	The profile of the users to take up a placement at Linden Road is disproportionately in favour of BAME users compared with both the wider user and population ethnic mix.	N/A

Ethnicity	Borough		Linden	
	no.	%	no	%
Asian	24150	15%	0	0%
Black	47830	29%	3	75%
Mixed	16548	10%	1	25%
Other	12055	7%	0	0%
White	65919	40%	0	0%
TOTALS	**166502**	**100%**	**4**	**100%**

Sexual Orientation	Current data on service users does not breakdown by sexual orientation.	N/A

Religion or Belief (or No Belief)						N/A

Religion	Borough		Linden	
	no.	%	no.	%
Christian	114659	45%	**4**	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%**	**4**	**100%**

Pregnancy & Maternity	Current data on service users does not breakdown by pregnancy and maternity.	N/A
Marriage and Civil Partnership	Current data on service users does not breakdown by marriage and civil partnership.	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.

See 5.

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

Consultation will not be necessary if the proposal is to go ahead. Consultation took place with service users and customers in November 2015 on the closure of Linden residential house and to increase capacity to provide Supported Living Accommodation. This previous consultation ascertained that such accommodation - which allows greater control over one's own life - is the preference for this group.

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

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

Please see above – there was separate consultation carried out previously which supported a decision to work to develop the scheme as supported living for people with complex needs including learning disability and autism.

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
Although there are no females being allocated to the Linden House units, this is a reflection of there being more males than females in the Transforming Care cohort, and the need to match those living in Linden House according to their needs and profiles. This matching process helps to provide the best possible environment and support for people

living there.

The process of allocation is done through a comprehensive needs assessment, which ensures that selection is fair and equal. While in this accommodation the cohort is all male, this is not the case across those living in supported living in Haringey more widely.

2. Gender reassignment
Data for adults with learning disabilities, autism does not break down by gender reassignment. There is no data to suggest that this protected characteristic group would be disproportionately negatively impacted by this proposal, however if this changes we will investigate further to address any negative impact.

3. Age
The service is targeted at working age adults who will most benefit from the supported living model. At Linden House, all residents will be aged 25-39. The needs assessment is the principal route to determining take up of the service, ensuring that allocation is fair and equal. While in this accommodation the cohort is younger, this is not the case across those living in supported living in Haringey more widely.

4. Disability
All of those being offered a home at Linden House have a learning disability with autism and behaviours that can be challenging, and are part of the Transforming Care cohort. This proposal will therefore have a significantly positive impact on this protected characteristic group.

5. Race and ethnicity
The profile of the users to take up a placement at Linden Road is disproportionately in favour of BAME users compared with both the wider user and population ethnic mix, meaning that this group will benefit most from this proposal.

6. Sexual orientation
The data on the wider Transforming Care cohort does not break down by sexual orientation. There is no data to suggest that this protected characteristic group would be disproportionately negatively impacted by this proposal, however if this changes we will investigate further to address any negative impact.

7. Religion or belief (or no belief)
The profile of the users to take up a placement at Linden Road is disproportionately in favour of Christian users compared with the wider religious groups. The needs assessment is the principal route to determining take up of the service, ensuring that allocation is fair and equal. While in this accommodation those of Christian belief make up all of the service users, this is not the case across those living in supported living in Haringey more widely.

8. Pregnancy and maternity
Current data on service users in the Transforming Care cohort does not breakdown by pregnancy and maternity. There is no data to suggest that this protected characteristic group would be disproportionately negatively impacted by this proposal, however if this changes we will investigate further to address any negative impact.

9. Marriage and Civil Partnership
Data on marriage and civil partnership status among people with a learning disability with autism and behaviours that may be challenging is not available. There is no data to suggest that this protected characteristic group would be disproportionately negatively impacted by this proposal, however if this changes we will investigate further to address any negative impact.

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 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? 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 relevant protected characteristic and those who do not?**

In summary, this service will respond positively to the needs of users with learning disabilities, autism and behaviour that challenges, a group who would otherwise not be able to live in the community in Haringey.

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>	No major change
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	No adjustment
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.	No removal of the proposal

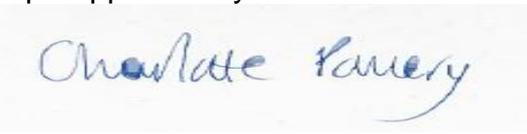| 6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty			
Impact and which relevant protected characteristics are impacted?	**Action**	**Lead officer**	**Timescale**
There is no negative impact. This proposal responds positively to the needs of users with learning disabilities, autism and behaviour that challenges who would otherwise not be able to live in the community in Haringey.			

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

N/A

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

We will closely monitor the outcomes for users as they move into and live in Linden House.

7. Authorisation	
EqIA approved by *Charlotte Pavvery* .... (Assistant Director/ Director)	Date 1st July 2019

8. 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.