

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Sensory Impairment services in Lincolnshire re-procurement	Person / people completing analysis	Clair McNally project Manager Adult Care Sue Blakemore Quality and Development Manager
Service Area	Adult Care	Lead Officer	Pete Sidgwick Assistant Director Adult Frailty and Long Term Conditions
Who is the decision maker?	Adults Scrutiny Committee	How was the Equality Impact Analysis undertaken?	Using information which from previous consultation with service users 2014 and other stakeholders. Desk top research and data analysis
Date of meeting when decision will be made	01/09/2015	Version control	V 0.3 August 2015
Is this proposed change to an existing policy/service/project or is it new?	Existing policy/service/project	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Re-commissioned
Describe the proposed change	<p>1. Background: This analysis relates to the re- procurement of the sensory impairment support service in Lincolnshire. The current sensory impairment service has been in place since April 2011 and is delivered by BID services, known locally as SILCS (Sensory Impairment Service for Adults & Children in Lincolnshire). The contract was due to end on 31st March 2014. In 2014 there was a review of the service, which included engagement with people using the current service, and it was recommended and approved that there should be a contract extension for 2 years.</p> <p>As all available opportunities for extension within the contract have been exhausted the existing arrangement will expire on 31st March 2016. This means that there is a requirement to re-procure sensory impairment services in Lincolnshire.</p> <p>2. Legal context:</p>		

There is a legal duty to provide specialist services to Adult and Children with a sensory impairment and Associated Disabilities under the following legislation:

The National Assistance Act 1948

The Chronically Sick and Disabled Persons Act 1970

The Disabled Persons (Services, Consultation and Representation Act 1986

Section 7 of the Local Authority Social Services Act 1970 and

The Care Act 2014

The current service delivered is a preventative and reablement service for both adults and children with a sensory impairment, both cognitive and acquired and their associated disabilities. The contract includes visual impairment (including blind and partially sighted), hearing impairment (including those who are profoundly deaf, deafened and hard of hearing) and dual sensory impairment (deafblindness).

3. Demographics

The re-procurement of a sensory impairment service in Lincolnshire takes place within the context of the population demographics for the county.

In Lincolnshire there is a continued growth of an aging population, with an associated increasing demands on health and social care services with life expectancy rising for both men and women

- The number of people aged 65 and over is projected to increase nationally by 23% from 10.3 million in 2010 to 12.7 million in 2018.
- This trend towards an ageing population profile will continue, with the proportion of people over 75 years of age predicted to increase by 101% between 2012 and 2037 in Lincolnshire
- The largest increase in Lincolnshire has been in the age group 65-69 where the population has risen by approximately 16,000 people between 2003 and 2013; an increase of approximately 45 per cent. The 85+ age group has also changed substantially, with numbers increasing from 13,800 people in 2003 to 19,700 in 2013; an increase of approximately 5,900 (approximately 43%).
- (Source Lincolnshire Observatory population trends 2013)

As part of a review which considered this contract in 2014 independent demographic information was provided by LKRS (May 2014) which indicated the numbers of children and young people and older people living with a visual impairment in Lincolnshire as below

Table 1: Children and Young people living with a visual impairment in Lincolnshire

Age	Number	Proportion of Population	Total number living with VI	Proportion of age group living with VI
0-16	130,475	18.3%	261	0.2%
17-25	75,775	10.6%	152	0.2%
Overall Total	206,250	28.9%	413	0.4%

Table 2 Older People living with a Visual Impairment in Lincolnshire

Age	Number	Proportion of Population	Total number living with VI	Proportion of age group living with VI
65-75	80,273	11.3%	5,177	6.5%
75-84	48,767	6.8%	7,011	14.4%
85 and over	18,811	2.6%	7,682	40.8%
Overall Total	147,851	20.7%	19,870	13.4%

Table 3 Illustrates the number of people classed as “deaf” based on assumptions using data from Action for Hearing 2011 (formerly Royal National Institute for the Deaf)

UK Total Population	UK Total Population Deaf	% Deaf	Lincolnshire Total Population	Approx no. Lincolnshire Total Population Deaf
63,230,000	10,000,000	15.82%	722,705	114,331

Table 4 The table below shows the number of people classed as “profoundly deaf” based on assumptions using data from Action for Hearing 2011 (formerly Royal National Institute for the Deaf)

UK Total Population	UK Total Population Profoundly Deaf	% Profoundly Deaf	Lincolnshire Total Population	Approx no. Lincolnshire Total Population Profoundly Deaf
63,230,000	800,000	1.27%	722,705	9,179

Table 5 This table illustrates estimated numbers of people living with a hearing and visual impairment

UK Total Population	UK Total Deaf/Blind	UK% Deaf Blind (All)	Lincolnshire Total Population	Lincolnshire Total Population Deaf/Blind
63,230,000	356,000	0.56%	722,705	4,047

The predicted levels of physical disability and sensory impairment (source JSNA May 2011) highlight

- Predicted numbers of people aged 18-64 with a moderate or severe physical disability are currently 45,691, rising to 47,344 in 2020 and 47,607 in 2030
- Predicted numbers of people aged 18-64 with a severe visual impairment are currently 272, rising to 276 in 2020 and 279 in 2030
- Predicted numbers of people aged 18-64 with a moderate or severe hearing impairment are currently 18,590, rising to 19,586 in 2020, and dropping to 19,514 in 2030

- Predicted numbers of people aged 18-64 with a profound hearing impairment are currently 170, rising to 184 in 2020 and dropping to 182 in 2030

In Summary

Sensory impairment, in particular hearing impairment is often a hidden disability and its prevalence increases as people get older. Nationally more than 70% of the population over 70 have some form of hearing loss. Likewise the numbers of people with a visual impairment increases with age and the life expectancy rates are rising for both men and women.

Lincolnshire has an increasing ageing population which means the demand for this service is predicted to increase

4. Current activity levels

Although there are projected increases in demand for this service based on demographic information and projections the numbers of people who are currently on the Sensory Impairment Registers maintained by BID services (SILCs) are fewer than anticipated .

Table 6 : illustrates the numbers of people on the Sensory Impairment Registers maintained by BID Services (SILCS)July 2015

Sensory Impairment	Estimated Numbers affected in Lincolnshire	Numbers on Register held by Provider 2014	Percentage on Register	Numbers on Register held by Provider 2015
Visual Impairment	25,080	1,787	7.13%	2,894
Hearing Impairment	114,331	1,846	1.61%	2,521
Dual Sensory Impairment	4,047	313	7.73%	369
Total Figures	143,458	3,946	2.75%	5,784

Table 7: illustrates the numbers of referrals (including self- referrals) since 2011-2015

	2011/12	2012/13	2013/14	2014/15	Total (contract)
No of adult referrals	1082	1287	1207	1032	4608
No. of children/young people referrals	49	65	75	102	291
Total no. of referrals	1131	1352	1282	1134	4899
Actual number of referrals acted upon (due to refusal of service as not eligible)	1131	1268	1235	1098	4732

The findings of the review of this service which was undertaken in 2014 included service user and stakeholder consultation which was generally positive. Some areas for improvement were also identified which can now be built into this re-procurement exercise as it provides an opportunity to make sure the service remains fit for purpose and future proofed in line with the implementation of national and local priorities.

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state '*no positive impact*'.

Age	<ul style="list-style-type: none"> • This service is for people with sensory impairment across all age groups. • We know that there are more older people living with sensory impairment (highlighted in the previous section of this document) • This proposal is for the re-procurement of a sensory support service which will provide a continuing service with and is not a reduction or decommissioning of service • The re-procurement exercise will benefit people of all ages who are eligible to access this service as the revised service specification and contract will provide the opportunity make sure it is fit for purpose and in line with current national and local priorities • The re-procurement will provide the opportunity to set out clearer/ increased activity expectations for the service which it is anticipated will have a positive impact across the age groups, in particular for older people where there are the greatest numbers of people with sensory impairment
Disability	<ul style="list-style-type: none"> • This service is for people with diagnosed sensory impairment and therefore it will affect people with those impairments • The estimated numbers of people with a sensory impairment in Lincolnshire are • Visual impairment 25,080 • Hearing impairment 114,331 • Dual sensory impairment 4,047 • Total 143,458 (source Sensory Impairment Registers SILCS July 2015) • The re-procurement exercise will benefit people of all ages who are eligible to access this service as the revised service specification and contract will provide the opportunity make sure it is fit for purpose and in line with current national and local priorities • The re-procurement will provide the opportunity to set out clearer/ increased activity expectations for the service which it is anticipated will have a positive impact for people with sensory impairment under the protected characteristics of disability

Gender reassignment	There are no specific positive impacts for people with the protected characteristic of gender res. This service is for people with a sensory impairment regardless of gender reassignment
Marriage and civil partnership	There are no specific positive impacts for people with the protected characteristic of marriage and civil partnership . This service is for people with a sensory impairment regardless of marriage or civil partnership i
Pregnancy and maternity	There are no specific positive impacts for people with the protected characteristic of marriage and civil partnership . This service is for people with a sensory impairment regardless of marriage or civil partnership
Race	<ul style="list-style-type: none"> • This service is for people with sensory impairment and therefore it will affect people with those impairments regardless of their race. • Desktop research has identified that people from BME groups often have a higher incidence of visual impairment • Currently there is limited information regarding the race of those people with sensory impairment. The award of a new contract with clearer monitoring expectations will improve the information available relating to the protected characteristic of race
Religion or belief	There are no specific positive impacts for people with the protected characteristic of marriage and civil partnership . This service is for people with a sensory impairment regardless of marriage or civil partnership
Sex	<ul style="list-style-type: none"> • This service is for people with sensory impairment and therefore it will affect people with those impairments regardless of their sex • Because of the longer life expectancy of females it is estimated that more women may benefit from this service as sensory impairment increases with age • The re-procurement exercise will benefit people of all ages who are eligible to access this service as the revised service specification and contract will provide the opportunity make sure it is fit for purpose and in line with current national and local priorities • The re-procurement will provide the opportunity to set out clearer/ increased activity expectations for the service which it is anticipated will have a positive impact for people with sensory impairment under the protected characteristics of sex •

Sexual orientation

There are no specific positive impacts for people with the protected characteristic of sexual orientation . This service is for people with a sensory impairment regardless of sexual orientation

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Empty box for additional positive impacts.

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

Age	<ul style="list-style-type: none">• The re-procurement of this service is for people with sensory impairment and therefore it will affect people with those impairments regardless of age• Although the re-procurement exercise is to recommission a service not decommission , and there are anticipated benefits of a revised service specification and contract including improved service delivery levels It is acknowledged that service users who are currently using the service may have concerns about any potential changes as a result of this exercise .• We know that the greatest proportion of current service users are older adults• Mitigation : the re-procurement timescales will includes a planned transition period and plan which will include clear and accessible communication considerations for service users•
Disability	<ul style="list-style-type: none">• This service is for people with sensory impairment which is a protected characteristic of disability• Although the re-procurement exercise is to recommission a service not decommission , and there are anticipated benefits of a revised service specification and contract including improved service delivery levels It is acknowledged that service users who are currently using the service may have concerns about any potential changes as a result of this exercise .• We know that the greatest proportion of current service users are those with hearing impairment• Mitigation : the re-procurement timescales will includes a planned transition period and plan which will include clear and accessible communication considerations for service users

Gender reassignment	There are no specific negative impacts for people with the protected characteristic of gender reassignment. This service is for people with a sensory impairment regardless of gender reassignment
Marriage and civil partnership	There are no specific negative impacts for people with the protected characteristic of marriage and civil partnership. This service is for people with a sensory impairment regardless of marriage or civil partnership
Pregnancy and maternity	There are no specific negative impacts for people with the protected characteristic of pregnancy and maternity. This service is for people with a sensory impairment regardless pregnancy or maternity
Race	There are no specific negative impacts for people with the protected characteristic of race . This service is for people with a sensory impairment regardless of race
Religion or belief	There are no specific negative impacts for people with the protected characteristic of marriage religion or belief. This service is for people with a sensory impairment regardless of religion or belief
Sex	<ul style="list-style-type: none"> • This service is for people with sensory impairment and therefore it will affect people with those impairments and include the protected characteristic of sex • Although the re-procurement exercise is to recommission a service not decommission , and there are anticipated benefits of a revised service specification and contract including improved service delivery levels It is acknowledged that service users who are currently using the service may have concerns about any potential changes as a result of this exercise . • We know that the greatest proportion of current older service users are likely to be women • Mitigation : • The feedback from service user has informed the procurement exercise and is continuing to feed into the service specification development • The re-procurement timescales will includes a planned transition period and plan which will include clear and accessible communication considerations for service users

Sexual orientation

There are no specific negative impacts for people with the protected characteristic of sexual orientation . This service is for people with a sensory impairment regardless of sexual orientation

If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

Objective(s) of the EIA consultation/engagement activity

This EIA relates to re- procurement of the sensory impaired services .This service is for people who share the protected characteristic of disability (sensory impairment) and includes children and young people and older people.

Prior to this exercise the review of this service in 2014, ahead of the recommendation and approval of an extension of the current contract until 31st March 2016, included service users and stakeholder consultation. This included seeking the views of people in receipt of this service including parents of young children. People were invited to attend a service user consultation event in May 2014 and /or return a service user feedback survey. There was a 17% response rate.

As part of the re-procurement exercise further work is currently being undertaken with stakeholders to inform the development of the service specification.

This has included Interviews with parents of those who have children who are hearing impaired , all mothers interviewed

- 1 interview undertaken with mother of a Boy with hearing impairment – 3 years of age
- 2 interviews undertaken with mothers of Girls with hearing impairments – both 4 years of age



Appendix 3 Plan on a
page Sensory Impairr

The attachment sets out the current engagement activity to inform the service specification

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

<p>Age</p>	<p>The results of the consultation exercise for the review in 2014 provided the following findings. It has not been possible to break this information down further by the protected characteristics of age, sex and disability</p> <ul style="list-style-type: none"> • 95% of service users confirmed they were satisfied with the service they had received from SILCS • 96% of service users stated that their support worker offered clear advice and support • 91% of service users felt that the SILCS service supported their independence • 14% of service users indicated that they encountered problems with contacting their support worker or the service they received • Almost a quarter of service users completing the Exit Survey were not aware that they could request a review of their support plan at any time • Only 3% of stakeholders are of the opinion that the service has not improved since SILCS were awarded the contract • 70% of stakeholders feel that SILCS staff have received adequate training/support to be able to deliver the services • 87% of stakeholders believe that the service is currently providing what it should be • There is a lack of awareness amongst service users that the service exists – improved signposting to and promotion of the service needs to be implemented • It has been suggested more resources are needed as there can be delays in delivering services due to the high volume of caseloads that each support worker has • Both SILCS staff and service users believe that a full-time BSL interpreter is needed to assist staff members • It is felt that a continuous support service is needed rather than the current reablement service
<p>Disability</p>	<p>As above</p>
<p>Gender reassignment</p>	

Marriage and civil partnership	
Pregnancy and maternity	
Race	
Religion or belief	
Sex	As above
Sexual orientation	
<p>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way?</p> <p>The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	There is confidence that we have included the views of people with sensory impairment and other stakeholders during the review in 2014 and the views of service users continue to be sought to inform the service specification in line with current plan and timelines
<p>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</p>	The re-procurement and award of a new contract and service specification will be subject to improved contract monitoring and management arrangement including a greater emphasis on equality monitoring information

Further Details

Are you handling personal data?	<p>No</p> <p>If yes, please give details.</p>
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Actions required	Action	Lead officer	Timescale
<p>Include any actions identified in this analysis for on-going monitoring of impacts.</p>	<p>A clear and accessible communication plan in place for existing service users to make sure they are informed and understand any changes as part of the re-procurement exercise</p>	<p>Clair McNally Project Manager Adult Carec</p>	<p>To re-procurement timescales re-procurement timeframes</p>
Signed off by		Date	<p>26/08/2015</p>

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