

## 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.

Page 121

**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

<b>Title of the policy / project / service being considered</b>	Adult Care Capital Programme – Extra Care Housing	<b>Person / people completing analysis</b>	Colin Hopkirk/ Juliet Slater
<b>Service Area</b>	Adult Care	<b>Lead Officer</b>	Juliet Slater
<b>Who is the decision maker?</b>	Glen Garrod	<b>How was the Equality Impact Analysis undertaken?</b>	
<b>Date of meeting when decision will be made</b>	09/07/2019	<b>Version control</b>	
<b>Is this proposed change to an existing policy/service/project or is it new?</b>	New	<b>LCC directly delivered, commissioned, re-commissioned or de-commissioned?</b>	Commissioned
<b>Describe the proposed change</b>	<p>The council has identified the need for the development of new Extra Care Housing facilities in Lincolnshire in order to alleviate the long term pressure for the provision of residential care in the county and to increase the availability of Extra Care generally.</p> <p>This Equality Impact Analysis addresses the equalities implications of extra care housing generally and with particular reference to a proposed development at De Wint Court in Lincoln. Under the De Wint Court proposal £2.8m of the £11.886m Adult Care Capital grant would be used to enable the De Wint Extra Care Housing scheme to commence development in October 2019. The proposed De Wint ECH scheme in the City of Lincoln is a partnership between the City of Lincoln Council (CoLC) and the County Council to provide Extra Care Housing (ECH) for the anticipated demand in the City. The development will provide a total of 70 units of accommodation for a minimum 30 year period enabling choice for residents and revenue savings by providing an alternative to expensive residential care. The total cost of the development is £12 million, with the CoLC contributing £6 million, Homes England £3.2 million and the County Council £2.8 million that provides Adult Care with nomination rights on 35 units for 30 years using a process of first right of refusal with no void risk.</p>		

### **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 1<sup>st</sup> 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'.

<b>Age</b>	<p>The demographic trends for Lincolnshire indicate that there will be greater need for ECH as the percentage of people aged 65+ increases, whilst Lincolnshire has the lowest level of ECH provision of any county in the country.</p> <p>ECH is aimed at older people but because it is a preventative model, it attracts people of varying ages, allowing individuals to remain independent for as long as possible and avoiding admission to residential care.</p> <p>Evidential research indicates that ECH is a cost effective way to deliver care in comparison to residential and domiciliary care and that ECH promotes increased wellbeing and independence.</p> <p>The proposed development at De Wint Court will be designed deliver these positive impacts , with the County Council able to nominate at least 35 individuals with a mixture of care needs.</p>
<b>Disability</b>	<p>Extra Care Housing as a model can be provided for people with a range of needs including those with both physical and learning disabilities which means the positive impacts of ECH are also available to people with a disability where the nature of the scheme allows.</p> <p>The DeWint Scheme is aimed at people over 55 some of whom may have a disability. Other schemes which the Council is pursuing would potentially be available to people younger than 55 but with care needs such as people with learning difficulties.</p> <p>The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Gender reassignment</b>	<p>Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Marriage and civil partnership</b>	<p>Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.</p>

<b>Pregnancy and maternity</b>	Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.
<b>Race</b>	Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.
<b>Religion or belief</b>	Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.
<b>Sex</b>	Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.
<b>Sexual orientation</b>	Extra Care Housing (including at De Wint Court) would be available to potential residents regardless of this protected characteristic. The funding agreements which successful applicants will be required to enter into will oblige applicants to comply with the Equality Act 2010 in the delivery of ECH.

**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.**

This work could assist in providing community capacity which encourages a variety of different providers and promote a market which supports the offer of a sustainable and diverse range of care and support and different types of service. It provides genuine choice to meet the needs and reasonable preferences of local people. It provides part of the response to the care options for those who self-fund or who arrange and manage their own care through Direct Payments.

**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'.**

Page 127

<b>Age</b>	No perceived adverse impact.
<b>Disability</b>	No perceived adverse impact.
<b>Gender reassignment</b>	No perceived adverse impact.
<b>Marriage and civil partnership</b>	No perceived adverse impact.
<b>Pregnancy and maternity</b>	No perceived adverse impact.

<b>Race</b>	No perceived adverse impact.
<b>Religion or belief</b>	No perceived adverse impact.
<b>Sex</b>	No perceived adverse impact.
<b>Sexual orientation</b>	No perceived adverse impact.

**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.**

Any successful developer will be expected to develop their own Equality Impact Assessment and in doing so identify whether their actions would have any negative impacts. This will provide evidence that developers are actively engaging the local community and potential future users.

## 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](mailto: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

Internal Council staff have been surveyed about likely impacts and the People's Partnership have been commissioned to engage externally including with Age Concern and Just Lincolnshire. The results of this engagement will inform future versions of this Equality Impact Analysis as the programme progresses.

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

<b>Age</b>	See above.
<b>Disability</b>	See above.
<b>Gender reassignment</b>	
<b>Marriage and civil partnership</b>	
<b>Pregnancy and maternity</b>	
<b>Race</b>	
<b>Religion or belief</b>	

Sex	
Sexual orientation	
<p><b>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?</b></p> <p>The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	Yes.
<p><b>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?</b></p>	There will be continued Council involvement in the De Wint Court development through the nominations process and the Council's presence on the Nominations Panel. Evaluation of benefits will be conducted through this process and ongoing monitoring of the extra care programme.

Page 131

**Further Details**

<p><b>Are you handling personal data?</b></p>	<p>No</p> <p>If yes, please give details.</p>
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<b>Actions required</b> Include any actions identified in this analysis for on-going monitoring of impacts.	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
<b>Signed off by</b>		<b>Date</b>	Click here to enter a date.