

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	Adult Care Capital Programme – Extra Care Housing and Community Supported Living for Working Aged Adults with learning disabilities, mental health and/or physical disabilities at The Hoplands Sleaford, in partnership with North Kesteven District Council	Person / people completing analysis	Gareth Everton/Emma Rowitt/Louise Olley
Service Area	Adult Care and Community Wellbeing	Lead Officer	Gareth Everton and Louise Olley
Who is the decision maker?	Glen Garrod	How was the Equality Impact Analysis undertaken?	Desktop exercise updated after engagement and consultation
Date of meeting when decision will be made	02/02/2021	Version control	1.0
Is this proposed change to an existing policy/service/project or is it new?	New	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Commissioned
Describe the proposed change	<p>In order to alleviate the long term pressure for the provision of residential care and hospital admissions within the county, and to increase the availability of supported living accommodation generally, LCC has committed to working with partners to deliver Extra Care Housing (ECH) facilities and Community Supported Living (CSL) for Working Aged Adults (WAA) with learning disabilities, mental health and/or physical disabilities.</p> <p>As part of the Adult Care and Community Wellbeing Capital Programme, Lincolnshire County Council's (LCC) intention is to partner with North Kesteven District Council (NKDC) to deliver a 40no unit extra care scheme, and 12no CSL units for WAA with learning disabilities, mental health and/or physical disabilities, at the former Hoplands Highways depot site Sleaford. £11.886m has been allocated as part of the Adult Care Capital Programme to ECH and CLS to enable development of such accommodation. Each specific scheme will require a detailed Equality Impact Assessment to be undertaken by the District Council or Housing Association, leading on the development of the specific scheme.</p> <p>Both types of accommodation will help to encourage independence, allowing service users to remain in their home for as long as</p>		

possible, and access services close to their local community and support circles. The projects aim is to aid Lincolnshire residents to have further housing choice which matches their individual needs. It will enables them to exercise much more choice and control in key aspects of their life, such as where they live, and the type of support package they receive. ECH and CSL also promotes inclusivity within the local community for vulnerable people, improving their health and well-being, providing opportunities to develop skills and knowledge, helping to build confidence and, overall, enhancing their quality of life.

LCC's contribution to the scheme will provide Adult Care with nomination rights for a proportion of the units; this number is dependent on each specific scheme. The basis of which will be via a process of first right of refusal; with no void risk liability for LCC.

This Equality Impact Analysis addresses the equalities implications of the proposed new ECH and CSL development at The Hoplands.

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	<p>The demographic trends for Lincolnshire indicate that there will be greater need for supported accommodation, both in forms of ECH and CSL as the demand for social care increases.</p> <p>ECH is aimed at older people, with CSL aimed at WAA under 66 with learning disabilities, mental health and/or physical disabilities, however, because ECH is preventative and CSL for WAA is progressive, it attracts people of varying ages, allowing individuals to remain independent for as long as possible and avoiding admission to residential care and hospital. Evidential research indicates that supported accommodation is a cost effective way to deliver care in comparison to residential and domiciliary care, and promotes increased wellbeing and independence. The positive impacts for this cohort are;</p> <ul style="list-style-type: none">- The ability to stay within their local communities close to friends and family;- The ability to remain independent through having their own property, with their own front door;- Be supported in an environment where there is additional care and support should it be required and their needs develop and change, however, still remain with their own home for as long as possible;- Access services closer to their home and network;- The benefit of creating a social life and community, with social activities and events on offer, and the opportunity to make new friends;- The flexibility to be able to request additional support and care Improve the choice of housing options available within the county;- Multiple care needs can be managed on one site;- Benefit from new energy efficient accommodation;- The encouragement and opportunity for active lifestyles and social contact with other tenants;- The offer of a living and care environment which has a positive effect on people's health and well-being and prevents or reduces the need for health care interventions; and- Couples can avoid being separated as they can live together in extra care accommodation even if only one is in need of care.
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Disability	<p>Supported accommodation for older people (ECH) and WAA as a model is available to people with a range of needs including those with both physical, learning disabilities, mental health, which means the positive impacts of supported accommodation are also available to people with a disability where the nature of the scheme allows.</p> <p>The positive impacts are outlined below.</p> <ul style="list-style-type: none"> - The ability to stay within their local communities where they friends and family are; - Remain independent through having their own property, with their own front door; - Be supported in an environment where there is additional care and support should it be required; - Access services closer to their home and network; - The benefit of creating a social life and community, with social activities and events on offer, and the opportunity to make new friends; - The flexibility to be able to request additional support and care should their needs develop and change and still remain with their own home for as long as possible; - Improve the choice of housing options available within the county; - Multiple care needs can be managed on one site; - Benefit from new energy efficient accommodation; - The encouragement and opportunity for active lifestyles and social contact with other residents; - The offer of a living and care environment which has a positive effect on people's health and well-being and prevents or reduces the need for health care interventions; and - Couples can avoid being separated as they can live together in extra care accommodation even if only one is in need of care. <p>The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>
Gender reassignment	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>
Marriage and civil partnership	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>

Pregnancy and maternity	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>
Race	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>
Religion or belief	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>
Sex	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation</p>
Sexual orientation	<p>No positive impact</p> <p>The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.</p>

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.

The Hoplands scheme 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, along with 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. In addition, it creates further employment opportunities within the district.

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	No negative impact identified. No mitigating action required.
Disability	ECH and CSL for WAA with learning disabilities, mental health and/or physical disabilities must be designed suitability to meet needs of disabled people. The mitigation is that the design of scheme will be in line with the Equalities Act i.e. Disability Discrimination.
Gender reassignment	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.
Marriage and civil partnership	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.
Pregnancy and maternity	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.

Race	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.
Religion or belief	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.
Sex	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.
Sexual orientation	No perceived adverse impact The Hoplands scheme will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which NKDC and LCC will enter into as part of this project into will oblige both parties to comply with the Equality Act 2010 in the delivery of ECH and CSL accommodation.

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 or partner 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

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

Engagement to be undertaken with various groups about likely impacts to inform 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

Age	<ul style="list-style-type: none"> • LCC staff Carers Network; • LCC Corporate Diversity Steering Group; • LCC Black and Ethnic Minority Staff Engagement Group; • LCC LGBT staff Group; • LCC Disability staff engagement Group; • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties); • Lincoln and Lindsey Blind Society; • Carers FIRST; and • People's Partnership.
Disability	<ul style="list-style-type: none"> • LCC staff Carers Network; • LCC Corporate Diversity Steering Group; • LCC Black and Ethnic Minority Staff Engagement Group; • LCC LGBT staff Group; • LCC Disability staff engagement Group; • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties); • Lincoln and Lindsey Blind Society; • Carers FIRST; and <p>People's Partnership.</p>

Gender reassignment	<ul style="list-style-type: none"> • LCC staff Carers Network; • LCC Corporate Diversity Steering Group; • LCC Black and Ethnic Minority Staff Engagement Group; • LCC LGBT staff Group; • LCC Disability staff engagement Group; • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties); • Lincoln and Lindsey Blind Society; • Carers FIRST; and <p>People's Partnership.</p>
Marriage and civil partnership	<ul style="list-style-type: none"> • LCC staff Carers Network; • LCC Corporate Diversity Steering Group; • LCC Black and Ethnic Minority Staff Engagement Group; • LCC LGBT staff Group; • LCC Disability staff engagement Group; • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties); • Lincoln and Lindsey Blind Society; • Carers FIRST; and <p>People's Partnership.</p>
Pregnancy and maternity	<ul style="list-style-type: none"> • LCC staff Carers Network; • LCC Corporate Diversity Steering Group; • LCC Black and Ethnic Minority Staff Engagement Group; • LCC LGBT staff Group; • LCC Disability staff engagement Group; • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties);

	<ul style="list-style-type: none"> Lincoln and Lindsey Blind Society; Carers FIRST; and <p>People's Partnership.</p>
Race	<ul style="list-style-type: none"> LCC staff Carers Network; LCC Corporate Diversity Steering Group; LCC Black and Ethnic Minority Staff Engagement Group; LCC LGBT staff Group; LCC Disability staff engagement Group; Age UK; University of the Third Age (U3A) network; JUST Lincolnshire; Lincolnshire Independent Living; Pelican Trust (adult disability/learning difficulties); Lincoln and Lindsey Blind Society; Carers FIRST; and <p>People's Partnership.</p>
Religion or belief	<ul style="list-style-type: none"> LCC staff Carers Network; LCC Corporate Diversity Steering Group; LCC Black and Ethnic Minority Staff Engagement Group; LCC LGBT staff Group; LCC Disability staff engagement Group; Age UK; University of the Third Age (U3A) network; JUST Lincolnshire; Lincolnshire Independent Living; Pelican Trust (adult disability/learning difficulties); Lincoln and Lindsey Blind Society; Carers FIRST; and <p>People's Partnership.</p>
Sex	<ul style="list-style-type: none"> LCC staff Carers Network; LCC Corporate Diversity Steering Group; LCC Black and Ethnic Minority Staff Engagement Group; LCC LGBT staff Group; LCC Disability staff engagement Group;

	<ul style="list-style-type: none"> • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties); • Lincoln and Lindsey Blind Society; • Carers FIRST; and <p>People's Partnership.</p>
Sexual orientation	<ul style="list-style-type: none"> • LCC staff Carers Network; • LCC Corporate Diversity Steering Group; • LCC Black and Ethnic Minority Staff Engagement Group; • LCC LGBT staff Group; • LCC Disability staff engagement Group; • Age UK; • University of the Third Age (U3A) network; • JUST Lincolnshire; • Lincolnshire Independent Living; • Pelican Trust (adult disability/learning difficulties); • Lincoln and Lindsey Blind Society; • Carers FIRST; and <p>People's Partnership.</p>
<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>	Yes
<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>	There will be continued Council involvement in ECH development and WAA accommodation through the nominations process and the Council's presence on the Nominations Panel. Evaluation of benefits will be conducted through this process and on-going monitoring of the accommodation.

Further Details

Are you handling personal data?	<p>No</p> <p>If yes, please give details.</p>
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Actions required Include any actions identified in this analysis for on-going monitoring of impacts.	Action	Lead officer	Timescale
	Undertake engagement with protected characteristics groups	Emma Rowitt	By 09/12/2020.
Signed off by	Emma Rowitt	Date	19/11/2020

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