

## 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.

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**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 Programme	<b>Person / people completing analysis</b>	Gareth Everton, Emma Rowitt
<b>Service Area</b>	Adult Care and Community Wellbeing	<b>Lead Officer</b>	Gareth Everton
<b>Who is the decision maker?</b>	Glen Garrod	<b>How was the Equality Impact Analysis undertaken?</b>	Desktop exercise updated after engagement and consultation
<b>Date of meeting when decision will be made</b>	02/11/2021	<b>Version control</b>	1.0
<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>Lincolnshire County Council's (LCC) Extra Care Housing (ECH) Capital Programme, working in partnership with District Councils and Housing Associations, is intended to help older people achieve greater independence and improve wellbeing, by offering additional housing and care options within local communities. ECH is flexibly designed to respond to developing care needs. Accommodation comes in many built forms with access to on-site care and support, and often includes a variety of communal facilities and activities.</p> <p>The ECH Programme objectives are:</p> <ul style="list-style-type: none"> <li>• Promote and enable independence;</li> <li>• Improve the well-being of older aged people within our community;</li> <li>• Enhance quality of life through enabling people to stay within their local community;</li> <li>• Enable Lincolnshire residents to access services closer to home and social circles.</li> <li>• Assist with meeting the need and demand for additional housing options;</li> <li>• Help to reduce pressures on funding attached to domiciliary and residential care;</li> <li>• Illustrate the scope of innovate partnership in developing and supporting ECH within the county;</li> </ul>		

- Ensure communication coverage is as much about people as process, identifying benefits through case studies; and
- Encourage people remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.

The development of ECH has been supported by the Council's Executive, Scrutiny and Portfolio Holders since 2014. Adult social care budgets are continuing to come under increased demand as a result of funding restrictions, the changing demographics of the county with an ageing population, increased requirement for adult care services, and in particular residential care. ECH has been shown nationally to be a cost effective way to help reduce demand for more expensive long term services.

The development of ECH presents an opportunity to generate a sustainable future for health and social care in Lincolnshire, meeting a key ambition of the sustainable services review. LCC is committed to supporting residents to stay independent within their own homes and, reduce (or limit) the use of long term residential services. The authority has signalled its intent to expand the range of community based services, in conjunction with reducing residential placements. By helping to divert older people from moving into residential settings, the ECH Programme will enable LCC to reinvest resources in preventative services.

The closure of the eight LCC owned and managed residential homes eight years ago emphasised the need for modernised services such as ECH, which are fit for purpose in the 21st century. The Programme will contribute to reshaping Adult Social Care services and opportunities in line with both national best practice and local priorities.

ECH has been shown nationally to be a cost effective way to reduce demand for more expensive long term services. The long term effect of this capital strategy will be investment in an infrastructure which supports improvements in choice and diversity of provision, alongside increased independence for residents. The vision is to provide an acceleration in LCC's ability to shift resources away from high cost buildings based services into more appropriate integrated community options

Furthermore, ECH I has a number of health and wellbeing benefits:

- Individual tenancies provide privacy whilst communal spaces provide an area to meet others and the opportunity to engage in group activities;
- 24 hour care and support which schemes can provide flexibility across a range of residents;
- Provide peace of mind, safety and security for vulnerable older people;
- Improved physical and mental health;
- Maintain and develop links with the community;
- Maximise incomes of older people (includes benefits income) and reduce fuel poverty;
- Environment is more likely to be free from hazards, safe from harm and promotes a sense of security, enabling movement around the home, including to visitors;
- Facilitates downsizing to more suitable housing, thus freeing up larger homes for the choice-based letting and/or sales markets;
- Delays and reduces the need for primary care and social care interventions including admission to long term care

settings and hospital admissions; Unplanned hospital admissions reduce from 8-14 days to 1-2 days. Over a 12 month period total NHS costs (including GP visits, practice and district nurse visits and hospital appointments and admissions) reduce by 38% for extra care residents; and

- Routine GP appointments for extra care residents fell by 46% after a year; and
- Falls rates in ECH measured at 31% compared to 49% in general housing.

This Equality Impact Analysis addresses the equalities implications of the ECH Programme.

### 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 supported accommodation as the demand for social care increases.</p> <p>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"><li>- The ability to stay within their local communities close to friends and family.</li><li>- The ability to remain independent through having their own property, with their own front door.</li><li>- Be supported in an environment where there is additional care and support should it be required and their needs develop and change, however, remain with their own home for as long as possible.</li><li>- Access services closer to their home and network</li><li>- The benefit of creating a social life and community, with social activities and events on offer, and the opportunity to make new friends.</li><li>- The flexibility to be able to request additional support and care Improve the choice of housing options available within the county.</li><li>- Multiple care needs can be managed on one site.</li><li>- Benefit from new energy efficient accommodation.</li><li>- The encouragement and opportunity for active lifestyles and social contact with other tenants.</li><li>- 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.</li><li>- Couples can avoid being separated as they can live together in extra care accommodation even if only one needs care.</li></ul>
<b>Disability</b>	<p>ECH for older people 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"><li>- The ability to stay within their local communities close to friends and family.</li></ul>

	<ul style="list-style-type: none"> <li>- Remain independent through having their own property, with their own front door.</li> <li>- Be supported in an environment where there is additional care and support should it be required.</li> <li>- Access services closer to their home and network.</li> <li>- The benefit of creating a social life and community, with social activities and events on offer, and the opportunity to make new friends.</li> <li>- The flexibility to be able to request additional support and care should their needs develop and change and remain with their own home for as long as possible.</li> <li>- Improve the choice of housing options available within the county.</li> <li>- Multiple care needs can be managed on one site.</li> <li>- Benefit from new energy efficient accommodation.</li> <li>- The encouragement and opportunity for active lifestyles and social contact with other residents.</li> <li>- 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.</li> <li>- Couples can avoid being separated as they can live together in extra care accommodation even if only one needs care.</li> </ul> <p>Funding and Nomination agreements for any project within the programme will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Gender reassignment</b>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul> <p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Marriage and civil partnership</b>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul>

	<p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Pregnancy and maternity</b>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul> <p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Race</b>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul> <p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>
<b>Religion or belief</b>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH/MI is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul> <p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>

<p><b>Sex</b></p>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul> <p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</p>
<p><b>Sexual orientation</b></p>	<p>No positive impact</p> <p>All schemes will be available to potential residents regardless of this protected characteristic. ECH is inclusive and enables people of all protected characteristics to:</p> <ul style="list-style-type: none"> <li>• Remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.</li> <li>• Maintain and develop links with the community.</li> <li>• Increase their quality of life;</li> <li>• Access services within their local communities.</li> </ul> <p>The Funding and Nomination agreements which partners will enter into as part of any project into will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.</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.**

ECH and the development of any such scheme has a range of benefits:

- The development of additional housing contributing to the current and projected needs.
- Reduction in the long term costs of care provision.
- Strengthening the partnership with district councils and housing associations, as well as other One Public Estate (OPE) partners.
- Increasing the availability of suitable housing with the most appropriate care provision.
- The opportunity to develop more community based services.
- Supporting residents within Lincolnshire to stay within their local communities as they grow older.
- Multiple care needs can be managed on one site.
- Decreased risk of service users going 'missing' with ability to monitor location.
- Option available for one care provider managing the site care needs.
- New energy efficient accommodation.
- Opportunity for added social value through developing a workforce development plan.
- Bringing a vacant site back into use, enhancing the local community.
- Promote independence for residents and other service users.
- Encourage active lifestyles and social contact for residents and other service users.
- Offer 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.
- Supports the Council's 'One Council' ethos.
- Supports the Council's Corporate Plan and its objectives and priorities.
- Supports the Council's Homes for Independence blueprint.
- ECH has been shown nationally to be a cost effective way to reduce demand for more expensive long term services.
- The evidence from the Housing LIN indicates there is not currently a balance of specialised housing choices available for the older population in Greater Lincolnshire – the ECH programme will help to alleviate this issue.
- Lincolnshire has a higher than average number of older people. 177k people aged 65+ lived in Lincolnshire as of the middle of 2018 which constitutes 25% of the population (18% nationally). These numbers are predicted to increase by 40% to 250k by 2040. The ECH/MI programme will help to support the aging population and provide services which are sustainable.
- Lincolnshire has the fourth highest national rate of admission to care within residents aged 65+, and current estimates indicate the admission rate is not decreasing. Lincolnshire also had the fourth highest number of permanent residents in care by population. The ECH/MI programme is one scheme of work which will help with the reduction of this categorization.
- ECH has been shown nationally to be a cost effective way to reduce demand for more expensive long term services.
- The weekly cost of standard residential care is in the region of £550 per week. The expected costs of providing high level support in extra care (20 hours) would be £310 per week.
- Additional use of, and income to, local businesses e.g. leisure centre, cafes, bus service.
- Additional employment opportunities e.g. on-site management/concierge provision, care provision, building construction, and site maintenance.
- Greater use of community facilities, thus supporting their longevity (e.g. GP surgeries).
- People in ECH can potentially use less care hours than if in the community, for example, if meals are provided by the scheme, less care hours may be required in preparing food etc.

- Accommodation is economic to heat and is of an appropriate and manageable size.
- Support and care services which can be targeted to those who need them and can flex with people's changing circumstances.
- Additional efficiencies can be gained by delivering care to a number of people on one site, reducing travel and mileage costs associated with domiciliary care in the community, and giving increased flexibility in the delivery of that care.
- Residents providing volunteering in the community, with time banks, fundraising and befriending.
- Our financial projections such a return on investment at year 15 of the 30 year terms of the nominations agreement.
- People remain in a home of their own, connected to their local community, where they can be supported by their social networks to live meaningful and independent lives.
- Individual tenancies provide privacy whilst communal spaces provide an area to meet others and the opportunity to engage in group activities.
- 24 hour care and support which schemes can provide flexibility across a range of residents.
- Provide peace of mind, safety and security for vulnerable older people.
- Improved physical and mental health.
- Maintain and develop links with the community.
- Maximise incomes of older people (includes benefits income) and reduce fuel poverty.
- Environment is more likely to be free from hazards, safe from harm and promotes a sense of security, enabling movement around the home, including to visitors.
- Facilitates downsizing to more suitable housing, thus freeing up larger homes for the choice-based letting and/or sales markets.
- Delays and reduces the need for primary care and social care interventions including admission to long term care settings and hospital admissions. Unplanned hospital admissions reduce from 8-14 days to 1-2 days. Over a 12 month period total NHS costs (including GP visits, practice and district nurse visits and hospital appointments and admissions) reduce by 38% for extra care residents.
- Routine GP appointments for extra care residents fell by 46% after a year.
- Falls rates in extra care housing measured at 31% compared to 49% in general housing.
- Offer choice and self-direction or co-production of services for residents.
- Be flexible in its style of service delivery so that services respond well to people's changing needs.
- Release of local housing for rent and sale to benefit families.
- Moderating the burden of family members caring at home.
- Evidence shows that living in familiar, safe, accessible, warm accommodation that we call 'home' is more likely to promote mental and physical wellbeing. Reduce hospital admissions, social isolation and loneliness.
- New facilities developed in the local area for wider community use.
- Couples can avoid being separated as they can live together in ECH accommodation, even if only one is in need of care.

**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'.**

<b>Age</b>	No negative impact identified. No mitigating action required.
<b>Disability</b>	ECH 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 and in line with HAPPI guidelines.
<b>Gender reassignment</b>	No perceived adverse impact. All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.
<b>Marriage and civil partnership</b>	No perceived adverse impact All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.
<b>Pregnancy and maternity</b>	No perceived adverse impact All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.

<b>Race</b>	No perceived adverse impact All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.
<b>Religion or belief</b>	No perceived adverse impact All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.
<b>Sex</b>	No perceived adverse impact All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.
<b>Sexual orientation</b>	No perceived adverse impact All schemes will be available to potential residents regardless of this protected characteristic. The Funding and Nomination agreements which partners will enter into as part of any project will oblige all parties to comply with the Equality Act 2010 in the delivery of ECH.

**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](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.

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### Objective(s) of the EIA consultation/engagement activity

As each project gets underway within the programme, engagement will be undertaken with various groups, such as the ones listed below about likely impacts to inform this Equality Impact Analysis as the programme progresses.

- LCC Corporate Diversity Steering Group;
- Peoples Partnership;
- Age UK;
- LCC Black and Ethnic Minority Staff Engagement Group;
- LCC LGBT staff Group; and
- LCC Disability staff engagement Group.

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

Age

- 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.

Findings from engagement carried out to date are as follows:

- The more supported housing the better to ensure independence for all.
- Allocation based on needs as in ECH already in operation would also need to take account of community dynamics within the housing scheme in order to maintain a stable non-judgmental supportive environment for all residents.
- Some of the ECH has age limits set by LCC but not the housing association – this is actually based on Homes England funding allocated to the scheme and the funding restrictions.
- Not much support readily available to be able to assist this age group to live independently
- This project has the potential to help disabled people to overcome barriers they face through a current shortage of suitable housing and support. This should support disabled people to achieve independent living and have their full civil rights.
- My experience of extra care housing has meant younger people are able to live more independently, rather than having to be in a residential home, further to this, it has meant some married couples can be more safely support without one having to live in a residential home.

<p><b>Disability</b></p>	<ul style="list-style-type: none"> <li>• LCC staff Carers Network;</li> <li>• LCC Corporate Diversity Steering Group;</li> <li>• LCC Black and Ethnic Minority Staff Engagement Group;</li> <li>• LCC LGBT staff Group;</li> <li>• LCC Disability staff engagement Group;</li> <li>• Age UK;</li> <li>• University of the Third Age (U3A) network;</li> <li>• JUST Lincolnshire;</li> <li>• Lincolnshire Independent Living;</li> <li>• Pelican Trust (adult disability/learning difficulties);</li> <li>• Lincoln and Lindsey Blind Society;</li> <li>• Carers FIRST; and</li> <li>• People's Partnership.</li> </ul> <p>Findings from engagement carried out to date are as follows:</p> <ul style="list-style-type: none"> <li>• The opportunity for additional extra care accommodation in the community for people who may be frail or have some form of disability will be tremendously beneficial and enable people to continue to live in the community for longer and more inclusively rather than potentially having to go into care homes. The benefits of a monitoring mechanism is enormous for many, they may not need hands on care but support as and when or just in case or just to know support is available has a great effect upon others.</li> <li>• This type of accommodation where people with a disability can have their own home/ own front door with support available when required is invaluable in promoting independence.</li> <li>• The opportunity for additional extra care accommodation in the community for people who may be frail or have some form of disability will be tremendously beneficial and enable people to continue to live in the community for longer and more inclusively rather than potentially having to go into care homes. The benefits of a monitoring mechanism is enormous for many, they may not need hands on care but support as and when or just in case or just to know support is available has a great effect upon others.</li> </ul>
<p><b>Gender reassignment</b></p>	<ul style="list-style-type: none"> <li>• LCC staff Carers Network;</li> <li>• LCC Corporate Diversity Steering Group;</li> <li>• LCC Black and Ethnic Minority Staff Engagement Group;</li> <li>• LCC LGBT staff Group;</li> <li>• LCC Disability staff engagement Group;</li> <li>• Age UK;</li> <li>• University of the Third Age (U3A) network;</li> <li>• JUST Lincolnshire;</li> </ul>

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

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

	<ul style="list-style-type: none"> <li>• JUST Lincolnshire;</li> <li>• Lincolnshire Independent Living;</li> <li>• Pelican Trust (adult disability/learning difficulties);</li> <li>• Lincoln and Lindsey Blind Society;</li> <li>• Carers FIRST; and</li> <li>• People's Partnership.</li> </ul>
<p><b>Sexual orientation</b></p>	<ul style="list-style-type: none"> <li>• LCC staff Carers Network;</li> <li>• LCC Corporate Diversity Steering Group;</li> <li>• LCC Black and Ethnic Minority Staff Engagement Group;</li> <li>• LCC LGBT staff Group;</li> <li>• LCC Disability staff engagement Group;</li> <li>• Age UK;</li> <li>• University of the Third Age (U3A) network;</li> <li>• JUST Lincolnshire;</li> <li>• Lincolnshire Independent Living;</li> <li>• Pelican Trust (adult disability/learning difficulties);</li> <li>• Lincoln and Lindsey Blind Society;</li> <li>• Carers FIRST; and</li> <li>• People's Partnership.</li> </ul>
<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>	<p>Yes. Below are some generic comments which have been received during recent engagement activities.</p> <ul style="list-style-type: none"> <li>• This could offer a lady on my case load the chance to return to living in the community but in a more supported environment, that could reduce the isolation she experienced in her last home which impacted her mental health. This lady lived in the community and had been able to develop a good lifestyle that suited her, however due to a move to a new neighbourhood she became more isolated and the impact this had on her mental health resulted in her living with family. Having people around she can chat and make friends with would enable this lady to return to the lifestyle she once had.</li> <li>• There is a desperate need for this type of accommodation in Lincolnshire as a whole. Any possibility of increasing the choices of where people can live and support that can be offered has to be a positive.</li> <li>• Extra care housing can only be a positive option as it gives people the personal freedom and independence while supporting with step up and step down care.</li> </ul>

**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?**

There will be continued Council involvement in ECH development 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 and through the ECH governance structures..

**Further Details**

**Are you handling personal data?**

No  
If yes, please give details.

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<b>Actions required</b>	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
Include any actions identified in this analysis for on-going monitoring of impacts.	Review EIA as each engagement process is undertaken and the programme develops.	Emma Rowitt	On-going
<b>Signed off by</b>	Emma Rowitt	<b>Date</b>	21/09/2021

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