

# Equality Impact Assessment

## Purpose of assessment

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race (this includes ethnic or national origins, colour or nationality), religion or belief (this includes lack of belief), gender and sexual orientation. The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty. The Equality Duty must be complied with before and at the time that a change to services or particular policy is under consideration or decision is taken. A public body cannot satisfy the Equality Duty by justifying a decision after it has been taken.

**Note:** Please write in Plain English as this document, once approved, will be published on the Council's website.

<b>Title</b> Changes to the provision of emergency beds within the Learning Disability Short Breaks Service	
<b>Date</b>	3 <sup>rd</sup> May 2012
<b>Lead Officer for this assessment</b>	Ian Masson Group Manager - Residential Care & Support, Younger Adults
<b>List of other officers/organisations involved in the assessment</b>	Sarah Robinson Manager Helmsley Road Short Breaks Jane Wardle Manager Wynhill Lodge Short Breaks Jacqui Skinner/Nicola Lindsay, Manager Kingsbridge Way Short Breaks. Michelle Sanders, Manager Holles Street Short Breaks

<b>1a</b>	<b>What is being considered and why? Explain rationale behind proposed changes and other options considered, if applicable.</b>
<p>Changes to be made to the provision of emergency beds within the Learning Disability Short Breaks Service. The current provision is for 7 beds which has been shown to be in excess of the numbers required. The proposal is to reduce to 4 beds and to base them all in the middle of the County at Helmsley Road Short Breaks Service. The designated beds at the other services will become bookable short breaks beds. The number of bed spaces provided across the County is not being reduced. The effect of these changes will enable the service to meet the necessary efficiency savings required for 12/13 and 13/14 without an overall reduction in service. No other proposals currently under consideration would meet this saving.</p>	
<b>1b</b>	<b>What is the demographic profile of the community you are serving? What is the profile of your services users by protected characteristics, where</b>

	<b>information is available?</b>
<p>The service provides provision of emergency beds for adults 18+ with Learning Disabilities. The service currently provides a short breaks service to individuals from approx 300 families in Nottinghamshire.</p>	
<b>1c</b>	<b>What will be the effect on service users?</b>
<p>The changes will increase in the number of bookable bed spaces available in 3 locations - Holles Street, Kingsbridge Way and Wynhill Lodge. There will be a decrease by 2 of the number of bookable beds available at Helmsley Road.</p> <p>Where emergency beds are requested by service users known to the service and there is capacity within the service that they normally use, they will be allocated a bed-space within that service.</p> <p>The decrease by 2 bookable beds at Helmsley Road may necessitate a small number of service users who have previously used Helmsley Road receiving their service in one of the other locations.</p>	
<b>1d</b>	<b>Even if the proposals apply to everyone equally, could they have a disproportionate / adverse or negative impact on people with the following protected characteristics, if so how?</b>
<p><b>Age:</b></p> <p>It is not anticipated that there will be any disproportionate /adverse impact with regard to age</p>	
<p><b>Disability (physical, sensory or learning disabilities including effects on carers):</b></p> <p>It is not anticipated that there will be any disproportionate /adverse impact with regard to age. All service users have a primary diagnosis of Learning Disability.</p>	
<p><b>Gender (includes gender reassignment, pregnancy and maternity):</b></p> <p>It is not anticipated that there will be any disproportionate /adverse impact with regard to gender</p>	
<p><b>Race:</b></p> <p>It is not anticipated that there will be any disproportionate /adverse impact with regard to race</p>	
<p><b>Religion or belief:</b></p> <p>It is not anticipated that there will be any disproportionate /adverse impact with regard to religion or belief</p>	
<p><b>Sexual orientation:</b></p> <p>It is not anticipated that there will be any disproportionate /adverse impact with regard to sexual orientation.</p>	
<b>1e</b>	<b>Are there any positive impacts on people with the above protected characteristics?</b>

This proposal increases the number of standard beds across the County, giving increased service delivery opportunity for Service Users. This will particularly be advantageous to Service Users and their families during peak times – holiday periods and weekends.

**2a** In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

None have been identified. If in the future any impacts are found, action will be taken to address this.

**2b** If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

N/A

**3** **Evidence Sources**  
 (i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.  
 (ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

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Consultation will be conducted with all the known family carers to explain the changes to the provision of emergency and book-able standard beds. Feedback from family carers will be considered and incorporated if appropriate into the proposed changes.

**(Complete this section where staff are directly affected:)**

**4a** What is the profile of your current staff by age group, disability, gender, race and ethnicity, religion or belief, sexual orientation?

Not applicable

**4b** Give details of how the proposed service changes (if applicable) will affect staff? Will staff of any particular protected equality characteristic be affected more than any other?

N/A

**4c** In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected staff group, what steps (if any) could be taken to reduce that impact for each group identified.

N/A

**4d** If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

**5** **Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made))**

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<b>6a</b>	<b>Date of Next Review:</b>
May 2013, or sooner if an adverse impact is found prior to this through the consultation process.	
<b>6b</b>	<b>If review is not required, explain why.</b>

<b>7a</b>	<b>Approved by:</b>
<b>7b</b>	<b>Approval date:</b>