



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	Increase price of Day Services meals		
Details are set out:	C09 Option for Change		
Officers undertaking the assessment:	Emmeline Walker, Programme Officer Margaret Radford, Equality Officer		
Assessment approved by:	Peter Davis, Interim Service Director, North Nottinghamshire and Direct Services	Date: Oct. 2015	

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.

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.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal could potentially impact on any of the 1240 current service users of the ten Nottinghamshire County Council Day Services across Nottinghamshire, as all service users have the choice as to whether to purchase a freshly prepared two-course lunch. Service users comprise older adults and individuals with a mental health condition; physical disability and/or learning disability.

The increase in price may create additional financial pressure on these service users, their families and carers. Additionally, the price increase may create an extra responsibility for carers of service users who cannot afford the additional cost per meal e.g. the carer may need to prepare a packed lunch for the service user if the revised costs were not viable.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

Religion Positive Negative Neutral Impact

Gender Positive Negative Neutral Impact

Sexual orientation including gay, lesbian or bisexual Positive Negative Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>People with specific dietary requirements because of age or disability may rely on Day Services to provide a nutritious and acceptable meal and may find it difficult to replace this outside of Day Services.</p>	<p>Increasing the cost of meals helps support the longer-term sustainability of offering the opportunity to enjoy a nutritious and freshly cooked lunch in a communal setting to all service users.</p> <p>Customer choice will still be provided for service users unable to pay the increased cost of meals e.g. snacks and drinks can be purchased from the Coffee Bar within each Day Service or service users are free to bring their own packed lunch.</p>	<p>The specific type of engagement and consultation activities are still to be determined but will include canvassing feedback from service users, carers and family members through accessible handouts and questionnaires; and sessions facilitated by an independent advocate.</p> <p>In addition, Day Service colleagues, together with Council staff working in assessment, commissioning and strategic roles, will be invited to submit views.</p> <p>There will be the opportunity to feedback any concerns, particularly on the needs of people with specific dietary requirements and requirements of people with protected characteristics.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Of the 1,005 responses from the budget consultation 62% agreed with the increase of meal charges within day services. 11% of respondents neither agreed or disagreed and 27% of respondents disagreed with the increase of charges.

A range of comments were received from the consultations including some who felt that price increase would continue to represent good value and are therefore accepting of the increase and others who were concerned about the increases.

Currently the price of the meal covers a main meal and a pudding. In response to the proposal some service users have asked if it would be possible to pay a reduced price for one course only. Consideration will be given to this, in the meantime service users will continue to have the choice to bring in their own lunch.

Some comments were received about how many service users had decided not to purchase a meal following previous price increases and could a further drop off in uptake make the meal offer less rather than more sustainable. Given that the majority of respondents agreed with the proposal a significant drop off is not anticipated although this will be monitored. Service users are already able to choose not to purchase a meal and will be able to continue to buy snacks or bring their own lunch.

There were no comments relating to specific dietary requirements and dietary requirements of people with protected characteristics.

Completed EqIAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.