



# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:

Details are set out:

Officers undertaking the assessment:

Assessment approved by:

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**