

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Day Services - withdrawal of Catering and Facilities Management advisory service

Details are set out:

A04 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

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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?*

Day Services currently have 1240 service users and a total of 64,098 meals were served across the Council's ten Day Services in Nottinghamshire in 2014- 2015.

If catering responsibilities revert back to the sole control of Day Services, the teams will no longer be able to draw upon Catering and Facilities expertise and will be required to demonstrate a solid understanding of catering for different client groups during meal, preparation, cooking and serving. It is not anticipated that the quality or variety of meals, or the ability of the service to supply meals to people with specific dietary requirements, will be affected by catering responsibilities reverting back to Day Services.

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
including origin, colour or nationality Positive Negative 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>It is not anticipated that service users will be affected by this proposal. However if there are some exceptions we will work with any protected service users.</p>	<p>Confirmation from Catering and Facilities Management that Catering Teams within Day Services are competent and confident to accommodate dietary considerations and restrictions, as determined by service users' needs.</p> <p>Continuation of current operational practices which support a wide range of dietary requirements including pureed/blended, vegetarian and diabetic suitable food, daily display of visual menus which include allergy signage for individual dishes; service users' care and support plans documenting dietary requirements; and cooks adjusting menus to reflect the needs of individuals.</p>	<p>The specific type of engagement and consultation activities are still to be determined but will include canvassing feedback from staff from Day Services and Catering and Facilities Management including 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