



Equality Impact Assessment (EqIA)

This EqIA is for:

Housing with Care Proposal

Details are set out:

Report of the Transformation Director,
ADULT SOCIAL CARE and PUBLIC HEALTH

PROGRESS REPORT ON IMPROVING LIVES PORTFOLIO

08 October 2018

Officers undertaking the assessment:

Kathy Ross (Project Manager) and Cath Cameron-Jones (Group Manager and Business Lead)

Assessment approved by:

Sue Batty – Service Director Mid-Notts

Date:12-09.2018

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 Public Sector Equality Duty.

Part A: Impact, consultation and proposed mitigation

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

Consultation has not been undertaken recently, however in 2008 an extensive consultation was undertaken exploring options for change in relation to residential care. 2,500 people participated and there was widespread support for the development of extra care.

Extra Care means that individuals can keep their independence by having a self-contained home with their own front door but have the security of 24/7 care being available should they need it.

Extra Care helps to prevent admission to residential homes, both by providing a direct alternative for people on the cusp of requiring residential and as a preventative service for those who may otherwise enter residential at a later stage.

The proposal is to develop housing with care as an option for people with care needs. This will be a mixture of existing sheltered services where an onsite or dedicated care team is established to meet the care needs of existing and future tenants, with nomination rights or partnership agreements being developed to enable the council to refer people directly to the schemes, and new build developments.

For people already living in sheltered housing where there is the potential to convert the services into Extra Care, they will have the opportunity to receive care from an on-site care team should they

require it. For anyone paying for their own care, this would potentially also give opportunities for reduced care costs. Consultation with existing tenants would be undertaken before schemes were converted.

For new build housing with care – individuals will choose whether they wish to move into the scheme, either as an alternative to residential care or as a positive lifestyle choice with no care needs where general needs lets are part of the developed scheme) or where have low levels of need which can be met by homecare but housing with care provides housing better suited to their needs alongside an on-site or dedicated care team.

Extra care is primarily for people over 55 but could also include younger adults with a disability.

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

Age	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input 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 ethnic origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

Marriage or civil partnership	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
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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

Part B: Feedback and further mitigation

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

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Completed EqIAs should be sent to equalities@nottscc.gov.uk for publishing on the Council's website before any decision is made.