

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	County Horticulture & Work Training Service	
Details are set out:	ASCH Option for Change A17 Adult Social Care & Health Committee – 5 February 2018	
Officers undertaking the assessment:	Jennifer Allen, Project Manager Fiona Brown, Service Manager Jane McKay, Group Manager	
Assessment approved by:	Ainsley Macdonnell, Service Director	Date: 15/1/18

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?*

An option for change for the County Horticulture & Work Training Service (Brooke Farm) is considering 2 proposals:

- Option A: Reduce the running costs of Brooke Farm
- Option B: Cease the supported employment hub activity at Brooke Farm (Linby Farm, Skegby and Balderton)

This service provides horticultural and retail work training for 60 work trainees with learning disabilities and Asperger's Syndrome and employment for 13 disabled workers, who are service users of the Work Choice programme, therefore this proposal will impact disproportionately on younger adults with disability related protected characteristics.

In Option A - there will be a negative impact on people with disability related protected characteristics. This is because the grounds maintenance and Golden Gardens services, which employ some disabled people, will cease and the disabled staff will be at risk of redundancy. There will be a negative or neutral impact on work trainees who currently attend the Skegby site as a service will no longer be provided on that site, however they will be able to access a service at the Balderton or Linby sites. Work trainees already accessing the Linby or Balderton sites will see no impact.

In Option B – there will be a negative impact on people with disability related protected characteristics because the service will close. The disabled staff will be at risk of redundancy and the work trainees

will need to be assessed to establish their ongoing eligibility for support from the Council and where appropriate to identify alternative provision.

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

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input checked="" 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	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> 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>Option A:</p> <p>The cessation of the grounds maintenance and Golden Garden services means that 10 disabled workers will be at risk of redundancy</p> <p>The closure of the Skegby site will mean that work trainees will no longer be able to access a service at that site</p> <p>Option B</p>	<p>The Council will invest in the I-Work Team to provide additional support to the 10 disabled workers to help them to identify other work inside the County Council or with another employer. Depending on the alternative employment opportunities available at that time it may not be possible to mitigate against redundancy for all of the disabled workers.</p> <p>Work trainees who attend the Skegby site will be able to transfer to one of Brooke Farm’s remaining sites at Linby or Balderton. If, on an individual basis, this is not an appropriate option, alternative service provision will be identified and there may be additional costs for the County Council associated with this.</p>	<p>The Council’s established staff consultative and enabling processes will be used. Disabled staff may need to be supported to enable them to understand the impact of the options on them. They may require additional advocacy over and above a trade union or work colleague. Documents may need to be available in e.g. braille or easy read versions.</p> <p>The Council will consult with work trainees and their carers. Documents will be made available in alternative formats e.g. braille or easy read versions as required.</p>

<p>60 work trainees with learning disabilities and Asperger's Syndrome will no longer be able to access these services</p>	<p>Current work trainees will be offered a care and support assessment in order to determine if they are eligible for ongoing social care support to access work training. Eligible service users will be supported to identify alternative provision. Work trainees who are not eligible for social care funded services, will be signposted to alternative providers.</p>	<p>The Council will undertake a full public consultation. Documents will be made available in alternative formats e.g. braille or easy read versions as required.</p>
<p>13 disabled workers will be at risk of redundancy</p>	<p>The Council will invest in the I-Work Team to provide additional support to the 13 disabled workers to help them to identify other work inside the County Council or with another employer. Depending on the alternative employment opportunities available at that time it may not be possible to mitigate against redundancy for all of the disabled workers.</p>	<p>The Council's established staff consultative and enabling processes will be used. Disabled staff may need to be supported to enable them to understand the impact of the options on them. They may require additional advocacy over and above a trade union or work colleague. Documents may need to be available in e.g. braille or easy read versions.</p>

Part B: Feedback and further mitigation

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

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