

## Annex C

### City of York Council

## EQUALITY IMPACT ASSESSMENT FORM

1	Name and Job Title of person completing assessment	Chris Weeks, Project Manager - EPH Review
2	Name of service, policy, function or criteria being assessed	Policy regarding the future provision of accommodation for older people, especially residential care.
3	What are the main objectives or aims of the service/policy/function/criteria?	The provision of the right care in the right place at the right time This is expected to be achieved through <ol style="list-style-type: none"> <li>1. Re-providing up-to-date fit for purpose residential accommodation for those who are in residential accommodation at the moment and have no other option for car</li> <li>2. Investing in supporting older people to stay in their own homes and live independent lives for as long as possible.</li> </ol>
4	Date	09/06/ 2011

Stage 1: Initial Screening							
5	What evidence is available to suggest that the proposed service/policy/function/criteria could have an adverse impact <b>on quality of life outcomes</b> <sup>1</sup> for people (both staff and customers) with protected characteristics? Document the source of evidence, (e.g. past experience, anecdotal, research including national or sectoral, results of engagement/consultation, monitoring data etc) and assess relevance of impact as: <b>Not relevant / Low / Medium / High.</b>						
	Protected Characteristic	Not relevant		L/M/H		Source of evidence that there is or is likely to be adverse impact	
		<b>Cust</b>	<b>Staff</b>	<b>Cust</b>	<b>Staff</b>	<b>Customers</b>	<b>Staff</b>
a	Race	X	X			Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 November 2011 for key messages.	Consultation with staff

<sup>1</sup> See appendix 1

b	Religion/Spirituality/ Belief	X	X			Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	Consultation with staff
c	Gender	X			L/M	Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	EPH staff profile shows that 98% of the current workforce are women. Fawcett Society studies regarding women's employment prospects show that they decline in a down turn in the economy.
d	Disability		X	H		National studies show that older and significantly frail residents may face poorer prospects in terms of health and wellbeing Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	Consultation with staff
e	Sexual Orientation	X	X			Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	Consultation with staff

f	Age			H	H	National studies show that older and significantly frail residents may face poorer prospects in terms of health and wellbeing Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	EPH staff profile. Fawcett Society studies regarding women's employment prospects show that they decline in a down turn in the economy
g	Pregnancy/ maternity	X	X			Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	Consultation with staff
h	Gender Reassignment	X	X			Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	Consultation with staff
i	Marriage and Civil Partnership	X	X			Consultation with communities of Interest and EAG – Please see report to Cabinet on 1 Nov 2011 for key messages.	Consultation with staff

j	Carers of older and disabled people			M	M	Information in our corporate Carer's Strategy shows that there may be adverse effects on the carers of older and frail people if they do not settle in their new environment.	Information in our corporate Carer's strategy, as well as information from the York Carers' Centre, shows that middle-aged women who are carers themselves find it difficult to find and keep any type of employment.
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If you assess the service/policy/function as **not relevant across ALL the characteristics**, please proceed to section 11.

If you assess the service/policy/function as **relevant for ANY of the characteristics**, continue to Stage 2, Full Equality Impact Assessment.

### Stage 2: Full Equality Impact Assessment

6	Are there any concerns that the proposed or reviewed service/policy/function/criteria may be discriminatory, or have an adverse impact on members of the public, customers or staff with protected characteristics? <b>If so record them here</b>	
a	Public/ customers	Yes – possible negative effects on health, security and well-being on frail residents.
b	Staff	Yes – older women especially those who are also carers in their home environment with limited ability to move and find other jobs.

If there are **no concerns**, go to section 11.

If **there are concerns**, go to section 7 and 8 amend service/policy/function/criteria to mitigate adverse impact, consider actions to eliminate adverse impact, or justify adverse impact.

7	Can the adverse impact be justified? E.g. in terms of community cohesion, other legislation, enforcement etc. <b>NB. Lack of financial resources alone is NOT justification!</b>	
<p>Customers – Yes. There are studies that show that frail residents may suffer detriment if moved from current homes. However, our quality assurance studies as well as the results of consultation showed that the current EPHs, whilst in reasonably good condition, are 40-50 years old and no longer meet current residents' needs and also are not fit for the future. Their size and design make it more difficult for staff and other practitioners to care for people with dementia and high dependency care needs.</p> <p>Staff – Yes because staff consultation shows that above all else they want to improve the care environment for our customers and also are obliged by changes in national policy to deploy resources differently.</p>		

8	What changes will you make to the service/policy/function/criteria as result of information in parts 5&6 above?	
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There will be no changes to the proposed policy of re-provision. However, we shall put in place a number of remedial actions, which are listed in item 10 below.



open and transparent process for dealing with staff moves between current homes, and into the new care homes, when built.		
11	Date EIA completed	
Author: Chris Weeks Position: Project Manager, EPH Review Date: 17/10/11		
12	Signed off by	Graham Terry, Asst Director - Adults, Children & Education
<p><b>I am satisfied that this service/policy/function has been successfully equality impact assessed.</b></p> Name: Pete Dwyer Position: Director - Adults, Children & Education Date: 18.10.11		
Please send the completed assessment for feedback to <a href="mailto:evie.chandler@york.gov.uk">evie.chandler@york.gov.uk</a> or to <a href="mailto:heather.johnson@york.gov.uk">heather.johnson@york.gov.uk</a> Once your EIA has been completed we shall also add it to the corporate register of EIAs. We use the register to publish an annual EIA report on the council's site.		

## **Appendix 1 - Quality of Life indicators**

(aka 'The 10 dimensions of equality')

We must ensure there is no adverse impact in terms of:

- ❑ Longevity, including avoiding premature mortality.
- ❑ Physical security, including freedom from violence and physical and sexual abuse.
- ❑ Health, including both well-being and access to high quality healthcare.
- ❑ Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.
- ❑ Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
- ❑ Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
- ❑ Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
- ❑ Participation, influence and voice, including participation in decision-making and democratic life.
- ❑ Identity, expression and self-respect, including freedom of belief and religion.
- ❑ Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.