



Equality Impact Analysis: (EqIA)

Section 1: Introduction

Name of Proposal: Revised approach to day support in adult social care

For the purpose of this document, 'proposal' refers to a policy, function, strategy or project)

Service area & Directorate responsible: Health, Adult and Community Services Directorate, Adult Social Care

Name of completing officer: Christine Oates, Service Manager Localities West and Resources and Shaun Last, Service Manager Adult and Older Peoples Mental Health.

Approved by Director/Head of Service Claudia Brown

Date of approval 18th January 2021

Conclusion - *To be completed at the end of the Equality Impact Assessment process*

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the impact on a particular group was disproportionate and the appropriate mitigations in place. Or, based on the EIA, the proposal was amended and alternative steps taken)*

The Equality Analysis has identified risks associated with one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the *Action Planning* section of this document.

See
Appendix A

Current
decision rating





The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them

Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Council’s commitment to equality; please visit the Council’s website.

Section 2 – General information about the proposal

Provide a description of the proposal including the relevance of proposal to the general equality duties and protected characteristic pursuant to Equality Act 2010.

This Equality Analysis relates to an October 2020 report on a ‘Revised Approach to Day Support in Adult Social Care’. Please see the report for more details on the proposal, aims and objectives of the report.

This Equality Analysis focuses on the impact of the proposed revised approach to day support on staff employed in three in house day services.

Section 3 – Evidence (Consideration of Data and Information)

What evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The impact of the proposed options is on 19 adult social care staff and is described in the table in Section 5. The evidence is taken from one main source:

- Information directly from the HR system on the protected characteristics of staff employed by the Council at Pritchard’s Road Day Service, Physical Disability (PD) Day Opportunities and Riverside Day Service.

The impact of the proposed options is described below.

Age



Of the 19 staff potentially impacted by the proposal to close three in house day services, 7 are in the 55-64 age bracket. Some of these staff may wish to consider ER/VR. For those not wishing to pursue this option, alongside others, the Council will seek to find alternative employment opportunities through the redeployment process.

Gender

Men and women are equally represented in the workforce and therefore, all genders are potentially adversely impacted by the proposal. However, the data does not suggest that any gender group is significantly at risk of greater adversity than any other.

Ethnic background

There is a potential for at least 3 ethnic groups to be adversely impacted by the proposal but the data does not indicate that a single group has a greater adverse impact as 24% have not declared their ethnicity, 25% are Bangladeshi, 25% identify as White and a further 26% as Black.

Religion or belief

Information on the religion or belief of staff was limited and therefore not able to inform this analysis.

Disability

Disability is likely to be less prevalent in the staff group and the available data confirms that 15 staff have declared that they do not have a disability, 4 have not made a declaration.

Socio-economic status

There is a potential for all staff in scope of this proposal to experience an adverse impact through a potential job loss. However, in line with the Council's approach to managing organisational change, support will be made available to identify individual transferrable skills in order that staff can be matched against vacancies in the Council.

Sexual orientation

Information on sexual orientation is not available in sufficient detail to be able to draw any meaningful comparisons. There are however, 12 staff who have identified as heterosexual.

Gender reassignment, marriage and civil partnership and pregnancy and maternity

Information on gender reassignment, marriage and civil partnership is not available in sufficient detail to be able to draw any meaningful comparisons. Any staff who are on long term absence for any reason, including maternity, will be fully consulted on the proposals and kept up to date.

Interdependencies

NA

Consultation

Details of planned future consultation is described in the report.



Section 4 – Assessing the impacts on staff

	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?
Age (All age groups)		<p>Of the 19 staff potentially impacted by the proposal to close the three in house day services, 7 are in the 55-64 age bracket.</p> <p>There is a risk that staff may not find suitable alternative employment.</p>		<p>From the available HR data, the age breakdown of the staff employed across the three in house day centres is as follows:</p> <p>55-64 = 7 45-54 = 5 35-44 = 6</p> <p>Consequently, the proposals to close the three in house days services could adversely impact on older staff. Many of these older staff have worked for the Council for most of their working life. Some of these staff may wish to consider ER/VR. For those not wishing to pursue this option, alongside others, the Council will seek to find alternative employment opportunities through the redeployment process.</p>
Disability (Physical, learning difficulties, mental health and medical conditions)		<p>There is a risk that staff may not find suitable alternative employment.</p>		<p>Information on this characteristic is incomplete but overall, the proposal could have an impact on staff with disabilities given that alternative employment may not be found. Even though the information on this characteristic is incomplete it is worth noting that out of the 19 staff affected by these proposals, 15 of them report that they have no disabilities.</p>
Sex		<p>There is a risk that staff may not find suitable alternative employment.</p>		<p>Given that there is roughly an even split of female and male staff employed to work across the three in house day centres (female 9, male 10), neither sex is disproportional affected by the proposals to close the day centres.</p>
Gender reassignm		<p>There is a risk that staff may not find</p>		<p>Information on this characteristic is incomplete but overall, the proposal could have an impact on staff how have undergone gender reassignment given that alternative employment may not be found.</p>



ent		suitable alternative employment.		
Marriage and civil partnership		There is a risk that staff may not find suitable alternative employment.		Information on this characteristic is incomplete but overall, the proposal could have an impact on staff who are married or in civil partnership given that alternative employment may not be found.
Religion or philosophical belief		There is a risk that staff may not find suitable alternative employment.		Information on this characteristic is incomplete but overall, the proposal could have an impact on staff with different religions / beliefs given that alternative employment may not be found.
Race		There is a potential for at least 3 ethnic groups to be adversely impacted by the proposals. There is a risk that staff may not find suitable alternative employment.		There is a potential for at least 3 ethnic groups to be adversely impacted by the proposal, but the data does not indicate that a single group has a greater adverse impact. HR information confirms that staff have identified as belonging to the following groups: Bangladeshi – 5 Black – 6 White – 5 Information was not disclosed by the remaining 3 staff in scope.
Sexual orientation		There is a risk that staff may not find suitable alternative employment.		Information on sexual orientation is not available in enough detail to be able to draw any meaningful comparisons although 12 staff have identified as heterosexual.
Pregnancy and maternity		There is a risk that staff may not find suitable alternative		Any staff on long term absence including maternity will be fully consulted on the proposals.



		employment.		
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Other				
Socio-economic		There is potential for all staff to experience an adverse impact through a potential job loss.		The proposal will have a potential negative impact on 19 employees should alternative redeployment opportunities not be found.



Section 5 – Impact Analysis and Action Plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
1. To address the risk of staff with protected characteristics being adversely affected by the closure of the three in house day centres that could result in them losing their jobs.	If the proposals to close the three in house days centres are agreed all the staff affected will be involved in a comprehensive consultation that will be undertake under the Handling Organisational Change policy. All the staff will have a review of their skills completed and will be given the opportunity to apply for any suitable vacancies within the Council under the Transfer Policy to minimise the number of staff made redundant. Staff will also be offered the opportunity to apply for ER/VR.	To be completed following 28 th October 2020 Cabinet	To be completed following 28 th October 2020 Cabinet	To be completed following 28 th October 2020 Cabinet
2. Out of the protected characterises there is a potential for the proposal to adversely affect older staff.	If the proposals to close the three in house days centres are agreed all the staff affected will be involved in a comprehensive consultation that will be undertake under the Handling Organisational Change policy. All the staff will have a review of their skills completed and will be given the opportunity to apply for any suitable vacancies within the Council under the Transfer Policy to minimise the number of staff made redundant. Staff will also be offered the opportunity to apply for ER/VR.	To be completed following 28 th October 2020 Cabinet	To be completed following 28 th October 2020 Cabinet	To be completed following 28 th October 2020 Cabinet
3. There is a potential for at least 3 ethnic groups to be adversely impacted by the proposals.	If the proposals to close the three in house days centres are agreed all the staff affected will be involved in a comprehensive consultation that will be undertake under the Handling Organisational Change policy. All the staff will have a review of their skills completed	To be completed following 28 th October 2020 Cabinet	To be completed following 28 th October 2020 Cabinet	To be completed following 28 th October 2020 Cabinet



	and will be given the opportunity to apply for any suitable vacancies within the Council under the Transfer Policy to minimise the number of staff made redundant. Staff will also be offered the opportunity to apply for ER/VR.			
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Section 6 – Monitoring

Have monitoring processes been put in place to check the delivery of the above action plan and impact on equality groups?

Yes?




No?

Describe how this will be undertaken:

This will be put in place following 28th October 2020 Cabinet decision.

Appendix A

Equality Impact Assessment Decision Rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p>Suspend – Further Work Required</p>	<p>Red</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p>Further (specialist) advice should be taken</p>	<p>Red Amber</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber</p> 
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate impact on people who share a protected characteristic and no further actions are recommended at this stage.</p>	<p>Proceed with implementation</p>	<p>Green:</p> 