

## Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

<b>Proposal/Project/Policy Title</b>	Supported Accommodation for Older People – Extra Care Direct Award
<b>Service Area</b>	Adult Commissioning
<b>Officer completing the EIA Screening Tool</b>	Arabjan Iqbal, Commissioning Manager, Adult's Care and Support
<b>Head of Service</b>	Louise Hider-Davies, Head of Commissioning – Adults' Care and Support
<b>Date</b>	21/11/2022
<b>Brief Summary of the Proposal/Project/Policy</b> Include main aims, proposed outcomes, recommendations/decisions sought.	Extra care housing, provides self-contained supported accommodation flats with access to care and support provision that is on site 24 hours a day. The service works to prevent, reduce or delay increase in care and support through a strengths- based approach and positive risk taking. The service also supports prevention and early intervention through reduced isolation and access to wrap around community based services on site. The service supports independence by providing an interim service between residential or nursing homes that are too high for their needs and reduce independence, to sheltered accommodation that does not provide enough provision for their eligible needs in a cost effective manner and have 24 hours access to support. The service is a commissioned service and will be re-tendered to provide an Extra Care service over a period of 5 years, (3 years with a +1, +1 extension). The service is

	<p>currently delivered by Care Support across four schemes including Harp House, Darcy House, Fred Tibble Court and Colin Pond Court. Care Technologies, also known as assisted technology, will also be made available to all the residents to support them to live independently. There are different forms of Care Technologies that a tailored to the individuals needs to prevent, reduce and delay an increase in care and support needs. At present the schemes have Anchor On Call which is an emergency call button that can be activated in an emergency and is located both on the wall and carried on the person, in the form of a pendant for example. This ensures that there will be a response in case of an emergency. The service also has provision of co-produced wellbeing activities to reduce social isolation and engage residents in meaningful activities.</p>	
<b>Protected characteristic</b>	<b>Impact</b>	<b>Description</b>
<b>Age</b>	Positive impact (L)	<p>This service provides specialist care and support based in supported accommodation for people 55 years of age and over. The service users are supported to maintain their independence and live in flats with their own tenancy. The population projections for older people in the borough are set to increase with those aged 60-69 years by 3,600 (24%) to 18,700 by 2034. The additional years of life achieved in recent decades are often impaired by ill health and disability resulting in poor quality of life and significant need for health and social care services. Although there is an projected increase in demand for this cohort the proposed increase in demand can be accommodated in the proposed service provision.</p>
<b>Disability</b>	Positive impact (L)	<p>The service has a positive impact on disability as service users with physical, mental health, learning disability support needs are supported with bespoke support plans to achieve positive outcomes.</p>
<b>Gender re-assignment</b>	Not applicable (N/A)	<p>There is no specific data of gender re-assignment clients accessing the schemes. This is not necessarily shared by this cohort of service users, however the service is committed to supporting all service users as they</p>

		self -identify. The service is committed to supporting service users however they identify.
<b>Marriage and civil partnership</b>	Positive impact (L)	The service supports clients to move with their spouses and partners and retain their family unit when care needs develop. The schemes are also designed with 2 bed flats and bungalows available should the partners need separate bedrooms, for example in the case of increased equipment required when support needs increase or both develop support needs that mean they require separate bedrooms.
<b>Pregnancy and maternity</b>	Not applicable (N/A)	The service users are not generally at child bearing age so this would not be applicable. The service is however open to families and informal carers visiting as service users have independent flats where they can spend time with pregnant or young mothers as well as in the communal lounge.
<b>Race</b>	Positive impact (L)	The service is open to all service users irrespective of their racial heritage. There is a large proportion of White British clients in the scheme, this reflects the population make up of this age group and may also be influenced by cultural practices and family structures of other groups. This has been changing over the years and would expect this to continue in the future.
<b>Religion</b>	Positive impact (L)	The service is open to all faiths and is able to support service users with their practices. This is particularly important when End of Life plans are drawn up with the service users and their families. The service supports cultural and religious practices of the residents in the development of the care and support plans.
<b>Sex</b>	Positive impact (L)	The service is open to all genders and provides a safe environment where people can choose to be involved in communal activities or spend time in

		their flats. The activities that are delivered at the schemes are co-produced with the service users and reflect their interests. Gender re-assignment figures are not known, but the service is committed to supporting service users however they identify.
<b>Sexual orientation</b>	Don't know (H)	This cohort do not disclose their sexual orientation generally, so it is not always recorded. The service is committed to supporting service users however they identify. Spouses/partners that are able to stay together also include LGBTQ+ service users.
<b>Socio-Economic Disadvantage<sup>1</sup></b>	Positive impact (L)	The service provides an opportunity for service users to live in high quality accommodation which impacts on individual health and wellbeing outcomes. The residents have sometimes moved in from very poor-quality housing which they were not able to maintain. This accommodation is provided by a Registered Social Landlord which means that the rents charged are not at full market rents and are significantly cheaper and more protected from sudden annual rent increases. As such those that pay for their rent are able to access high quality properties at a more advantageous social market level.
<b>How visible is this service/policy/project/proposal to the general public?</b>		<b>Medium visibility to the general public (M)</b>
<b>What is the potential risk to the Council's reputation?</b>  Consider the following impacts – legal, financial, political, media, public perception etc		<b>Low Risk (L)</b>

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

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<sup>1</sup> Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.

The service does not require a full EIA, service users are referred to the schemes via a panel where referrals are based on age and care and support needs. Where service users have specific nuanced requirements based on their protective characteristics the service, both care and housing provider, have worked with the service user and their families to deliver positive outcomes for service users.

Please submit the form to [CE-strategy@lbbd.gov.uk](mailto:CE-strategy@lbbd.gov.uk) and include the above explanation as part of the equalities comments on any subsequent related report.