Haringey Council

Equality Impact Assessment

Name of Project	Linden Road residential home	**Cabinet meeting date** ***If applicable***	16/12/2014 10/02/2015 16/06/2015 10/11/2015
Service area responsible	Adult Social Services		
Name of completing officer	Anne carswell	**Date EqIA created**	7 November 2014 Revised June 2015
Approved by Director / Assistant Director		**Date of approval**	

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.**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a '**Specific Duty'** to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

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

Stage 1 – Names of those involved in preparing the EqIA	
1. Provider Manager – Pauline Simpson	5.
2. Transformation Project Manager – Donna Simeon	6.
3. Policy & Equalities Officer – William Shanks	7.
4.	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The proposal:

Closing Linden House as a residential home

Linden House can accommodate up to 6 adults with learning disabilities, including those with complex needs. There are currently 5 residents at Linden Road.

Haringey Council provides support to around 650 working age people with a learning disability. Of those 650, just 157 now live in residential accommodation, while the majority are living in the community – either in their own home, with carers in Supported Living arrangements, or in the Shared Lives schemes.
The focus to help adults with learning disabilities to move out of institutionalised care and into appropriate community settings began in 2010 and is central to our ambition to, by 2017, consider the need for residential care only as a last resort.

We have developed a range of provision for vulnerable people that has a greater emphasis on helping people to continue to live independently at home - maximising their independence and reducing social isolation - and is less reliant on traditional institutions. Working closely with our partners we are increasing the availability of schemes such as Supported Living and Shared Lives – demonstrating how most needs, including complex needs, can be met in the community. Adult social care users in Haringey, including people with complex needs, have told us they would prefer to live as independently as possible in the community where they have the opportunity to exercise greater control over their lives.

This proposal to close Linden Road Residential Home would require the reassessment or review of the needs of the centre's current service users and with a view to identifying satisfactory alternative provision to meet assessed needs. The change will provide opportunity for vulnerable people to live independently in their own homes and assist them to achieve their goals in independent living and give people real supported living options through supporting their choices and enabling them to have control over their lives

Linden residential home currently provides accomadation for 5 service users with learning disabilities , autism and behaviours that can be challgening. However following a recent reassessment of needs two service users will be moving to alternative accommodation in the near future. Therefore the closure of Linden Road Residential Home

home will directly impact on the remaining three service users.

There is insufficient data on carers although it is acknowledged that they will be impacted by the changes as well as the service users. We do not underestimate the anxiety and concern that may be felt by residents about these proposals. Our engagement and consultation with those affected will help us better understand any negative impact that the proposals might have on individuals and how we might reduce this. In our final report to Cabinet, anticipated in November 2015, we will give consideration to how individual needs can be accounted for and how we can mitigate any unavoidable negative impacts. Our enhanced understanding of any impacts will result in further refinement of this EQIA during this period.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment **Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.**	
Data Source (include link where published)	**What does this data include?**

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment **This section to be completed where there is a change to the service provided**	
Data Source (include link where published)	**What does this data include?**
EqIA Profile on Harinet (2011 Key statistics and facts sheet) http://www.haringey.gov.uk/council-and-democracy/about-council/facts-and-figures/statistics/haringey-census-statistics	Sex, Age, Ethnicity, Disability information, Race & Ethnicity, Religion/Belief, Marriage and Civil Partnership – for the Borough of Haringey
Mosaic Data on Linden Road Residential Home service users: as at 30/06/2015	Service Users

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Gender **Borough** / **Linden current** no. / % / no. / % Female 128702 50.5% 0 0% Male 126224 49.5% 5 100% **TOTALS 254926 100% 5 100%**				Although the residents are currently all male, this is not by design. There is no restriction by gender across the service as a whole. We will work with all service users and provider services to ensure suitable availability of opportunity for both genders.
Gender Reassignment				Available data does not indicate details on gender reassignment, however the consultation provides opportunity for us to idenfy the views from this group.
Age **Age** / **Borough** / **All current** no. / % / no. / % 25-29 28062 16% 1 20% 30-34 28539 17% 2 40% 35-39 22684 13% 1 20% 40-44 20135 12% 0 0% 45-49 17656 10% 0 0% 50-54 13416 8% 1 20% 55-59 10613 6% 0 0% 60-64 9243 5% 0 0% 65-69 6680 4% 0 0% 70-74 5895 3% 0 0% 75-79 4506 3% 0 0% 80+ 5288 3% 0 0% **TOTAL 172717 100% 5 100%**	80% of service users are under 40 years of age, this proposal promotes and provides opportunities to this group of adults to have greater independance and control over their lives. We will work with service users and provider services to ensure suitable availability of opportunity for all age groups.		All service users will have a reassessment/review of their needs, with a view to identifying satisfactory alternative provision to meet assessed needs.	

<table>
<tr>
<td>Disability</td>
<td></td>
<td></td>
<td>All residents have some form of learning disability ranging from autism to behaviours that can be challenging.</td>
<td></td>
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<tr>
<td>Race & Ethnicity
<table>
<tr><th>Ethnicity</th><th colspan="2">Borough</th><th colspan="2">Linden</th></tr>
<tr><td></td><td colspan="2"></td><td colspan="2"></td></tr>
<tr><td></td><td>no.</td><td>%</td><td>no</td><td>%</td></tr>
<tr><td>Asian</td><td>24150</td><td>15%</td><td>0</td><td>0%</td></tr>
<tr><td>Black</td><td>47830</td><td>29%</td><td>4</td><td>80%</td></tr>
<tr><td>Mixed</td><td>16548</td><td>10%</td><td>1</td><td>20%</td></tr>
<tr><td>Other</td><td>12055</td><td>7%</td><td>0</td><td>0%</td></tr>
<tr><td>White</td><td>65919</td><td>40%</td><td>0</td><td>0%</td></tr>
<tr><td>TOTALS</td><td>166502</td><td>100%</td><td>5</td><td>100%</td></tr>
</table>
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<td>The residential home is not restricted by race and ethnicity. The service is open to anyone aged 18 - 64 years provided they meet Care Act eligibility and the service can meet their assessed needs.

In identifying suitable alternative accomdation for the residents and in the wider promotion of independence for all adults, due regard will be shown to race and ethnicity.</td>
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<tr>
<td>Sexual Orientation</td>
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<td></td>
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<td>Available data does not indicate details on gender reassignment, however the consultation provides opportunity for us to idenfy the views from this group.</td>
</tr>
</table>

Religion or Belief (or No Belief)

Religion	Borough		Linden	
	no.	%	no.	%
Christian	114659	45%	**5**	100 %
Hindu	4539	2%	0	0%
Jewish	7643	3%	0	0%
Muslim	36130	14%	0	0%
None/none stated	87015	34%	0	0%
Other	4132	2%	0	0%
Sikh	808	0%	0	0%
TOTALS	**254926**	**100%**	**5**	**100 %**

There is no restriction by religion or belief across the service as a whole.

We note that all service users are of Christian belief. We will use the information gathered from the consultation and the co design process to decipher how significant this is in identifying alternative options for the affected service users.

Pregnancy & Maternity

Available data does not indicate details on pregnancy & maternity status, however the consultation provides opportunity for us to idenfy the views from this group.

Marriage and Civil Partnership

Available data does not indicate details on marriage and civil partnership status, however the consultation provides opportunity for us to idenfy the views from this group.

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.				
	Positive	**Negative**	**Details**	**None – why?**
Sex			A staff/HR assessment will be completed throughout the consultation process	
Gender Reassignment				As above
Age				As above
Disability				As above
Race & Ethnicity				As above
Sexual Orientation				As above
Religion or Belief (or No Belief)				As above
Pregnancy & Maternity				As above
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				As above

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
In house services are highly valued by people who use services, their families and carers. However, with reduced public funding, Local Authorities need to develop new models and approaches which increase value for money. Reviewing/re-assessment of service users' needs, will likely result in changes in care provided for some existing customers. As such, it is likely to lead to a high level of anxiety and complaints from customers and from their carers/families. Closing Linden House as a residential home will reduce the availability of residential accommodation for adults with a Learning disability within the borough. Risks identified through equalities impact assessment: There would be a reduction in the number of staff directly employed by the council and a separate EqIA will be carried out into the equality impact of this change.	The new model aims to maximise the resource that we have for service delivery and target the available resources based on 1) providing equity for all service users, 2) preventing and delaying the need for long term care. Service users and staff will be engaged as part of the consultation. Their views will be fed into the full Equalities Impact Assessment, which will return to Cabinet following the consultation period. This will include more detailed analysis of the impact of closing Linden Road Residential Home. To mitigate the effects of the proposals we will: 1) Review/ reassess the needs of the centres' current service users, with a view to identifying satisfactory alternative provision to meet assessed needs. 2) Work with residential and supported living providers so that adults, are supported to identify appropriate support.

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	**What does this data include?**
Equalities monitoring will be undertaken during the consultation	

Stage 8 - Final impact analysis

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director		Date of review	
Review approved by Director / Assistant Director		Date of review	

Stage 10 – Publication