

Appendix 1 – EIA Template

EQUALITY IMPACT ASSESSMENT

Residential Care Homes Re-provision Programme	
Date of Assessment: 8.10.07	
Directorate: Adults and Community Care	
Head of Service: Mimi Konigsberg	
Names and Roles of the people carrying out the EIA: Sandra Howard, Chris Manthorp, Rod Booth, Rajadurai Sunderalingam, Lin Varalingtham	
Why is the Equality Impact Assessment being done?	Cabinet Report And Development of new service

1. Introduction and Background

1.1 Waltham Forest has a unique opportunity to completely modernise its provision for older people. It is building 2 new 90 bedded resource centres, beacon centres of excellence for older people's residential care and outreach work, complemented by developing 75 new and innovative extra sheltered housing tenancies linked with preventative strategies, which empower older people to remain within their communities. Residential services will be targeted on vulnerable and poorly served individuals, including people with dementia, people with dementia and nursing needs and older people from BME groups. Outreach services will be for all older people and their carers in Waltham Forest.

2. Profile of groups affected as customers and/or staff

2.1 Age equality: This service is targeted on older people, 65 years and above (55 for people from BME communities), although the average age of take up is currently over 85 years old.

2.2 Disability equality: This service will provide help to people resident in the resource centres and in the community suffering from disabilities associated with ageing.

2.3 Gender equality: This service will provide services to both men and women.

2.4 Race equality: This service will provide help to people from minority and majority populations.

2.5 Religion/Beliefs: This service will provide help to people irrespective of but with respect for religion and belief.

2.6 Sexual Orientation: This service will provide help to people irrespective of but with respect for sexual orientation, accommodating same sex partnerships.

3. Questions this assessment addresses

3.1 What kind of equality impact may there be? Services for older people from minority groups will significantly improve both through targeting, increased levels of training and better-designed resources.

3.2 How significant is it in terms of its nature and the number of people likely to be affected? This is a significant modernization of services based on soliciting the views and respecting the expertise of service users, carers and older people with regard to the shape of future services, design and tender issues. This process will recognize the diversity of our community by developing specialized units for BME and other currently under represented user groups, to train staff to work more effectively with older people with a range of disabilities and to develop services for younger dementia sufferers. Our current user profile includes.....

3.3 Is the impact positive or negative (or is there a potential for both)?
The impact will be positive in the sense of expanding services for minorities and training for staff. However, further work is needed with minority groups to ensure that we have a clear picture of all needs and that services address these needs.

3.4 On what aspects of the Equality Duties will this impact be? There will be impact upon promoting equality of opportunity between disabled and other persons, and other minority groups within the older population.

3.5 Could the impact constitute unlawful discrimination? No.

3.6 What further information is required to gauge the probability and extent of the impact? It would be useful to have more information about services preferred by older people from minority groups.

3.7 Where and how can that information be obtained? Information will be obtained from stakeholder conferences and from feedback from individuals using or choosing not to use the new services. This feedback will be requested from provider organisations. We will also organise a specialist conference for minority groups to ensure that needs are identified and that output specification addresses needs.

4. Action Planning Questions

4.1 What action do we need to take to reduce negative impact? Larger minority groups will have services specifically tailored to their cultural and linguistically specific needs. Smaller minority groups must be acknowledged within multicultural residential care and resource centre functions. This can be facilitated through ensuring a multi cultural service remit, by ensuring that outreach and advice facilities are available to all minority groups, through publicising the centres function to all community groups and the use of translation services where necessary.

4.2 If the action proposed will not fully mitigate adverse consequences for equality, or if the decision is to take no action, why is this, and can we justify it? Services for BME clients will improve significantly, reflecting changing demographics. Greater minority involvement in culturally specific units will be balanced by a broader outreach service. Demonstrable attention to minority needs in one area also leads to more confidence in the broader community about what it can ask for in the expectation of an answer.

4.3 Can any further action be taken to promote equality of opportunity in relation to any of the equality strands? User needs must be canvassed on an at least yearly basis in the resource centres and residential units, asking about areas where service development is needed. A stakeholder conference around minority needs will be organized, addressing the balance between multiculturalism and specialized needs (for example, preference for single sex environments and then opportunity to mix).

4.4 Do we need to undertake any further consultation or research? Regular consultation must take place as above with all groups, monitoring for minority take up of services. There must be regular stakeholder's conferences (annually) including and targeting minority groups.

5. Conclusions and Next Steps

5.1 The key areas, which were improved as a result of this assessment, were:

Outputs for resource centres will be defined to allow for development of services for minority groups.

Monitoring will provide useful baselines for further development.

Stakeholder's conferences will allow Waltham Forest to tailor its services for minorities in the future.

6. Action Plan

Action required:	Lead Officer	Time Scale	
<p>Resource centre outputs to be defined for resource centres to promote equalities, as above</p> <p>Resource centre outputs to be shaped by input from the December Stakeholder's Conference</p> <p>Resource centre outputs to request regular monitoring of minority service use and stakeholder review in order to develop services appropriate to users</p> <p>A specific stakeholder conference will be held with minority groups to establish needs and outputs to address these needs</p>	<p>Chris Manthorp</p> <p>Chris Manthorp</p> <p>Commissioners and contract managers</p> <p>Chris Manthorp, Commissioners.</p>	<p>3 months</p> <p>3 months</p> <p>3 months and ongoing</p> <p>5 months</p>	<p>Comments/Outcomes</p>