



Equality Impact Assessment

Project or Service Template

Name of the proposal, project or service
Residential Services and Southview Day Service Consultation

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How to use this form

Press F11 to jump from field to field in the form.

There are comments on some questions which you can view by pressing the show/hide pilcrow icon in the tool bar of Word. Some of you may use this to show paragraph and other punctuation marks: ¶

You can delete the comments as you would for normal text, but they will not show up if you print out the form.

Part 1 – The Public Sector Equality Duty and Equality Impact Assessments (EIA)

1.1 The Council must have due regard to its Public Sector Equality Duty when making all decisions at member and officer level. An EIA is the best method by which the Council can determine the impact of a proposal on equalities, particularly for major decisions. However, the level of analysis should be proportionate to the relevance of the duty to the service or decision.

1.2 This is one of two forms that the County Council uses for Equality Impact Assessments, both of which are available on the intranet. This form is designed for any proposal, project or service. The other form looks at services or projects.

1.3 The Public Sector Equality Duty (PSED)

The public sector duty is set out at Section 149 of the Equality Act 2010. It requires the Council, when exercising its functions, to have “due regard” to the need to

- eliminate direct and indirect discrimination, harassment and victimisation and other conduct prohibited under the Act,
- advance equality of opportunity and foster good relations between those who share a “protected characteristic” and those who do not share that protected characteristic (see below for “protected characteristics”)
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

These are sometimes called equality aims.

1.4 A “protected characteristic” is defined in the Act as:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race (including ethnic or national origins, colour or nationality)
- religion or belief;
- sex;
- sexual orientation.

Marriage and civil partnership are also a protected characteristic for the purposes of the duty to eliminate discrimination.

The previous public sector equalities duties only covered race, disability and gender.

1.5 East Sussex County Council also considers the following additional groups/factors when carry out analysis:

- Carers – A carer spends a significant proportion of their life providing unpaid support to family or potentially friends. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems. [Carers at the Heart of 21st Century Families and Communities, 2008]
- Literacy/Numeracy Skills

- Part time workers
- Rurality

1.6 Advancing equality (the second of the equality aims) involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people's disabilities
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

1.6 Guidance on Compliance with The Public Sector Equality Duty (PSED) for officers and decision makers:

1.6.1 To comply with the duty, the Council must have "due regard" to the three equality aims set out above. This means the PSED must be considered as a factor to consider alongside other relevant factors such as budgetary, economic and practical factors.

1.6.2 What regard is "due" in any given case will depend on the circumstances. A proposal which, if implemented, would have particularly negative or widespread effects on (say) women, or the elderly, or people of a particular ethnic group would require officers and members to give considerable regard to the equalities aims. A proposal which had limited differential or discriminatory effect will probably require less regard.

1.6.3 *Some key points to note :*

- The duty is regarded by the Courts as being very important.
- Officers and members must be aware of the duty and give it conscious consideration: e.g. by considering open-mindedly the EIA and its findings when making a decision. When members are taking a decision, this duty can't be delegated by the members, e.g. to an officer.
- EIAs must be evidence based.
- There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
- There must be compliance with the duty when proposals are being formulated by officers and by members in taking decisions: the Council can't rely on an EIA produced after the decision is made.
- The duty is ongoing: EIA's should be developed over time and there should be evidence of monitoring impact after the decision.
- The duty is not, however, to achieve the three equality aims but to consider them – the duty does not stop tough decisions sometimes being made.

- The decision maker may take into account other countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities (for instance, cost factors)

1.6.4 In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published. However, Codes of Practice issued under the previous legislation remain relevant and the Equality and Human Rights Commission has also published guidance on the new public sector equality duty.

Part 2 – Aims and implementation of the proposal, project or service

2.1 What is being assessed?

a) Proposal or name of the project or service.

Residential Services and Southview Day Service Consultation

b) What is the main purpose or aims of proposal, project or service?

To undertake a consultation and share proposals to look at changing the way we provide residential and day services across the (Crowborough/Chailey)locality.

1. To provide a new residential and supported living service from one site in Crowborough.
2. To move the 3 residential homes in Chailey and Crowborough to the new site.
3. To close the 3 residential homes; Greenacres, Beacongate and The Gables.
4. To include a day service on the ground floor of the new building.
5. To move Southview Day Service to the new day service.
6. To close the Southview day service building.

c) Manager(s) and section or service responsible for completing the assessment

Beverly Scott, Operations Manager, Adult Social care, Learning Disability Directly Provided Services, Residential Services and Day Services.

2.2 Who is affected by the proposal, project or service? Who is it intended to benefit and how?

1. Clients who live in the 3 Residential Homes at Greenacres, Beacongate and The Gables.
2. Relatives and Families of clients who live in the 3 Residential Homes at Greenacres, Beacongate and The Gables.
3. Clients who use Southview Day Service now and future clients to the service.
4. Parents and Carers of clients who attend Southview Day Service now and in the future.
5. The proposals outline the need to look at the current services on offer and the need to provide services in the future that;
 - a. Are good quality services that are value for money

- b. Are what people want now and in the future
 - c. Meet a range of needs
 - d. Maintain Residential services in this locality
 - e. Maintain a Day Service in this locality
6. Clients will benefit by being able to access a day service that is flexible, modern, develops opportunities for greater community involvement and offers a range of activities to meet a range of needs, including those with higher support needs and skills development for those able to benefit from them.
7. Residential clients will benefit by being able to live in a range of residential and supported living accommodation. The proposed facilities would provide more choice and flexibility for residents, offer better facilities including en-suites, more communal spaces, we would develop an environment that will meet a range of needs. There would also be the added benefit of an on-site day service and restaurant facility. The day service facilities will also be available to residential clients 24/7 outside of the usual day service opening hours.

2.3 How is, or will, the proposal, project or service be put into practice and who is, or will be, responsible for it?

The consultation runs from 15th February to 13th May 2016. Following close of the consultation feedback will be collated and recommendations submitted to DMT (Departmental Management Team) in May with a Lead Member report in June 2016. If the proposals are agreed there will be an extensive transition period to work with the services and clients, parent/carers and relatives/families to move forward with the plan working towards the new service provision. (July 2016 – March 2017)

This will include:

1. A project team will be established to drive forward and manage the proposed changes. These will include:
 - a. Seeking planning permission for the proposed new site.
 - b. Building work to “Hookstead” the proposed site.
 - c. Working with specialist/ Health partners to ensure the new service design meets a range of needs.
 - d. Working with clients, parents/carers, relatives/families to look at the proposed service/ plans and how this will meet their needs.
 - e. Working with Advocacy Services and IMCA’s (Independent Mental Capacity Assessor) to ensure clients best interests.

- f. Working with the Community Learning Disability Team (CLDT) to ensure any client reviews that are needed are undertaken.
- g. Working with key stakeholders and neighbours throughout.

2. Beverly Scott, Operations Manager will be the main project lead supported by Helen Fitcher, Practice Manager and Gemma Wanstall, DPS Manager for the Residential Homes and Southview Day Service.

2.4 Are there any partners involved? E.g. NHS Trust, voluntary/community organisations, the private sector? If yes, how are partners involved?

Yes – we will be working with our key partners from the Community Learning Disability Health Team/ Sussex Partnership Trust (SALT – Speech and Language Therapists and Occupational Therapists) to ensure all clients' needs are met.

2.5 Is this proposal, project or service affected by legislation, legislative change, service review or strategic planning activity?

This is part of the strategic development of Learning Disability Directly Provided Services, to ensure that we provide services that are fit for purpose and fit for the future, good quality and value for money.

This proposal also includes savings of £250,000 that contribute to the overall ASC (Adult Social Care) savings targets.

2.6 How do people access or how are people referred to your proposal, project or service? Please explain fully.

All referrals to the services (Residential and Day Service) come from the ASC, Community Learning Disability Teams (CLDT). Clients need to be eligible for ASC funding and have a Learning Disability to access the service.

2.7 If there is a referral method how are people assessed to use the proposal, project or service? Please explain fully.

The CLDT team complete a referral on behalf of the client and send to the service. The service then assesses the referral to ensure they can meet the needs of the client at which point the service is agreed.

2.8 How, when and where is your proposal, project or service provided? Please explain fully.

Adult Social Care's Learning Disability Residential Service comprises of 3 group homes:

- Greenacres – a 7 bedded residential home for adults with a Learning Disability in South Chailey
- The Gables – a 5 bedded residential home for adults with a Learning Disability in Crowborough
- Beacongate - a 5 bedded residential home for adults with a Learning Disability in Crowborough

There are currently a total of 16 clients who live in the homes listed above, with 1 vacancy currently at Greenacres.

We support clients to live their lives to the full, promoting independence and enabling them to live their lives as they choose. Most of the clients have lived in the homes for many years and all have support from the Adult Social Care Appointeeship team to manage their finances.

The group homes are all in need of significant improvement, have high unit costs and have either limited or no option for extending. Each home has one main communal area and residents use communal personal care/ bathroom facilities.

A proposed alternative site has been identified at 'Hookstead' in Crowborough. 'Hookstead' is currently empty, save for the East Sussex Registration Service which occupies 15% of the available floor space.

The proposal is to provide a range of residential and supported living options on the proposed site in Crowborough for up to 16 clients **and the potential to develop in the future a single person service in this locality**. The proposed facilities would provide more choice and flexibility for residents, offer better facilities including en-suites, more communal spaces, we would develop an environment that will meet a range of needs. There would also be the added benefit of an on-site day service and restaurant facility.

We feel that the proposed new residential service in Crowborough will be more cost effective to run and offer better accommodation and a better service to each person living there.

Adult Social Care's Learning Disability Day Centre in Crowborough, Southview Close provides supports to adults with a Learning Disability.

The service provides support to 25 – 30 clients each day to undertake a range of sessions and activities both at the service and in the community. The range of activities is tailored around client's needs and includes, sports, art & craft, skills development, ICT, community engagement and volunteering.

Southview Day service is located in a building that is under used and in need of significant refurbishment /repair. It has been recognised that the building is not ideal and an alternative site has been sought for several years without any success.

The proposal around consolidating the group homes onto one site gives us the opportunity to look at moving the Southview Day service to the ground floor of the same building. The proposed new day service would be able to provide support for up to 45+ clients a day and offer a range of activity/ session rooms that would meet a range of client needs.

The Consultation runs from 15th February until 13th May 2016. DMT paper in May, with a Lead Member report in June 2016. If the proposals are agreed we would be looking at a transition period from July 16 – March 17 to undertake the building works required and implement the new service model.

See section 2.3 for information about how this would be implemented.

Part 3 – Methodology, consultation, data and research used to determine impact on protected characteristics.

3.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken.

Types of evidence identified as relevant have X marked against them			
	Employee Monitoring Data		Staff Surveys
x	Service User Data		Contract/Supplier Monitoring Data
x	Recent Local Consultations		Data from other agencies, e.g. Police, Health, Fire and Rescue Services, third sector
x	Complaints		Risk Assessments
x	Service User Surveys	x	Research Findings
	Census Data	x	East Sussex Demographics
	Previous Equality Impact Assessments		National Reports
	Other organisations Equality Impact Assessments		Any other evidence

3.2 Evidence of complaints against the proposal, project or service on grounds of discrimination.

We reviewed complaints received from across all 3 **Residential Services** between 1/1/2014 and 12/2/16.

- There was only 1 complaint logged during this time. This related to The Gables and concerns around refuse waste. The complaint was upheld and the service has adapted its practice to address the issue raised.

We reviewed complaints received from **Southview Day Service** between 1/1/2014 and 12/2/16

- There were a total of 2 complaints logged during this time. One related to the sessions on offer at the service which was no upheld. The other related to a transport concern which was addressed.

None of the complaints listed above show any complaints against the proposals on the grounds of discrimination

3.3 Are there any potential impacts concerning safeguarding that this assessment should take account of? Please consider any

past evidence of safeguarding events or potential risks that could arise.

None known

3.4 If you carried out any consultation or research explain what has been carried out.

The consultation on the proposals runs from 15th February – 13th May 2016.

The consultation has included:-

Residential Services

1. Invite letters sent out to Families/relatives of Residential clients (week commencing 12th February) to attend consultation meeting.
2. Invite letter/poster sent out to Residential clients informing of consultation meetings on 14th March 2016 at each home.
3. Consultation meetings held with Residential Families/Relatives on 4th, 5th, 7th and 10th March 2016. These were all 1:1 meetings, either face to face or through SKYPE/Conference call and included the following:
 - a. Informal presentation on proposals, including pictures of the proposed site.
 - b. Information on how they could have their say, including copies of the information sheet and questionnaires available on the council's website.
 - c. The opportunity to view early plans of the proposed new site and shown pictures of another recently refurbished building to show the standard to be expected.
 - d. The opportunity to ask questions and share their comments/thoughts about the proposals
 - e. Conversations about the best way to talk to their relative and whether they wanted to be present to support them.
4. (Week Commencing 7th March) Informal residential client meetings with staff to introduce the proposals ahead of the formal consultation meetings on 14th March.
5. Consultation Meetings with Residential clients were held on Monday 14th March 2016. 11am at Greenacres, 3pm at The Gables and 4pm at Beacongate.
 - a. POhWER Advocacy Service attended, supporting clients to have their say.
 - b. Clients were given information about the proposals and asked the questions in the questionnaire as a group and individually to gain

- specific feedback at the event. Clients were encouraged to give their thoughts verbally, using symbols/signs and through the use of stickers to express how they felt.
- c. Clients were given copies of the easy read questionnaire and the easy read information document.
 - d. Clients were also given an easy read key messages document :
 - i. Everyone who needs a service will continue to have one
 - ii. Where you get your service may change
 - iii. If there is going to be a change to where you get your service, you can request a review
 - iv. Everyone who gets Council transport will continue to.
 - e. Clients could also view information about:
 - i. The building plans for “Hookstead” including the Residential and day Service Areas
 - ii. Photographs to show examples of another recently refurbished accommodation service and what this could look like.
6. Client drop in event with POHWER is being held at each of the Residential Homes during the consultation.
7. Client meetings throughout the consultation will focus on one of the questions from the consultation to gain additional feedback and client comments.
8. How people can have their say includes:
- a. Events listed above
 - b. On line and downloadable easy read questionnaire www.eastsussex.gov.uk
 - c. Consultation in box ASCLDDPSconsultation@eastsussex.gov.uk
 - d. Writing to: The Annexe, Linden Court, Birch Close, Eastbourne, BN23 6PE
 - e. Speaking to staff/ keyworkers and/or the Manager of The 3 Residential Homes (The Gables, Beacongate, and Greenacres).
9. Responses to Frequently Asked Questions (FAQ's) will be issued on 30th April 16, in response to the feedback during the consultation.

Southview Close Day Service

1. Letters sent out to Clients, Parent/Carers of Southview Close (15th February 2016) informing of the consultation and of a meeting to be arranged in April 16.
2. Letter sent out to Clients, Parent/Carers on 15th March 2016 inviting them to Consultation events on 12th April 2016.
3. A consultation meeting with parents and carers was held on Tuesday 12th April 2016. An extended day service was offered to all unpaid carers to support them to attend the event.
 - a. A presentation was given to share the proposals.
 - b. Parents/carers were given information on how they could have their say, including copies of the information sheet and questionnaires available on the council's website.
 - c. They were given the opportunity to ask questions and share their comments/thoughts about the proposals
 - d. They were also given the opportunity to view early plans of the proposed new site and shown pictures of other recently refurbished buildings (An accommodation service and a day service) to show the standard to be expected.
 - e. A proposed timetable of what sessions could be available in the new day service was also shared.
4. Consultation meeting with clients was held on Tuesday 12th April 2016.
 - a. POhWER Advocacy Service attended, supporting clients to have their say.
 - b. Clients were given information in small group about the proposals and asked the questions in the questionnaire as a group and individually to gain specific feedback at the event. Clients were encouraged to give their thoughts verbally, using symbols/signs and through the use of stickers to express how they felt.
 - c. Clients were given copies of the easy read questionnaire and the easy read information document.
 - d. Clients were also given an easy read key messages document :
 - i. Everyone who needs a service will continue to have one
 - ii. Where you get your service may change
 - iii. If there is going to be a change to where you get your service, you can request a review
 - iv. Everyone who gets Council transport will continue to.

- e. Clients could also view information about:
 - i. The building plans for “Hookstead” including the Day Service Areas
 - ii. Photographs to show examples of another modern day service building and what this could look like.
 - iii. A proposed timetable of what sessions could be available in the new day service.
5. Client drop in event with POHWER is being held at Southview Close Day Service during the consultation.
6. Clients, Parent/Carers are also being asked about the sessions and activities they like doing so we can make sure these are included in the new day service.
7. Transport requirements for the proposed service are being reviewed to share with clients and parents/carers should the proposals go ahead.
8. How people can have their say includes:
 - a. Events listed above
 - b. On line and downloadable easy read questionnaire www.eastsussex.gov.uk
 - c. Consultation in box ASCLDDPSconsultation@eastsussex.gov.uk
 - d. Writing to: The Annexe, Linden Court, Birch Close, Eastbourne, BN23 6PE
 - e. Speaking to staff/ keyworkers and/or the Manager of Southview Day Service.
9. Responses to Frequently Asked Questions (FAQ's) will be issued on 30th April 16, in response to the feedback during the consultation.

3.5 What does the consultation, research and/or data indicate about the positive or negative impact of the proposal, project or service?

Residential and Southview

- Acknowledgement that we are not stopping anyone's service and that this may be a change to, where they get their service or where they live.
- Residential and Day Service clients have said they would like to visit the proposed service in Crowborough so they can make a better decision about the proposals.
- Many people felt it was important to keep the same staff team to maintain consistency for clients.

- People felt it was important that clients had the opportunity to shape the design of the new services, particularly the outside garden spaces.
- There were some comments about whether more lifts were needed in the design of the new service.

Residential

- Some residential clients said it was hard to decide if they wanted to move because they couldn't see what it would look like because the building work needs to be done.
- Acknowledgement from relatives and families that we can maintain the "status quo" whilst undertaking all the building works.
- People were concerned about change and what can be done to reduce anxiety around change. It is important to allow time for clients to adjust.
- Many residential family/relatives felt this proposal could work and that a phased transition would need to be slow and carefully planned.
- People felt that the new building will allow people living in the accommodation to be more independent.
- Many people felt it was important to keep the same staff team to maintain consistency for clients.
- People felt it was important that clients have a say in the layout/ design and decoration of their new home.
- People were positive about the facilities offered as part of the proposals and the increased space available. People felt the new building would allow people to have accommodation more tailored to their needs.
- People commented that people would be able to have their own private bathroom which will aid privacy and dignity of people living in the accommodation.
- There were some concerns about more clients in one home and whether this would mean more noise.
- Some people felt it was a good idea for the Residential service to be able to use the day service facilities out of hours.

Southview Day Centre

- Several day service clients and parent/carers wanted to know about the activities that the new day service would offer and felt it was important to keep doing the things they liked doing now. They also felt it was important to be able to keep the local links with the community in Crowborough.
- Some people commented on how important it was to make sure the support was in place for residents who had no family representation.

- Some people felt it was important to be able to see the plans for the proposed service and to have updates that were accessible for clients, to include pictures.
- Some clients, parent/carers from Southview Day service were concerned about any changes to their current transport arrangements.
- A couple of clients were concerned about how they would walk to the new Day service as it crossed a main road.
- People queried how the day service facilities and space would be managed / shared with the people living in the accommodation.
- Some people were concerned whether the new building had sufficient access in corridors for wheelchair users and toilet facilities available for the day service.
- Some people felt it was positive that the new building would have bigger corridors so easier for wheelchair users to move around.

Part 4 – Assessment of impact

4.1 Age: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

The overall population of East Sussex is **527,209** (2011 Census data) and is projected to continue increasing over the next few years. The population by age breakdown for East Sussex is:

Age	Population
15-29	83,791
30-44	90,220
45-64	147,613
65+	120,722

People are living longer and by 2020, it is estimated that around 38% of the UK population will be aged 50 plus and in East Sussex the figure is likely to be as high as 50%.

We know that East Sussex has a higher than average older population with around 23% of people aged over 65, compared to the national average of 16%. There are 228,881 people aged 50+ (43.4%) in East Sussex, and 20,022 (3.8%) of these are aged over 85 – East Sussex has one of the highest populations of people aged 85+ in the UK. (2011 mid-year estimates, based on 2011 Census data). The highest percentage of people over 65 years of age is in Rother, where the figure is 28.6% of the total East Sussex population.

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Residential services:

The total number of residential clients affected by the proposals is 16.

The average age range of these clients is outlined below:

Age	No. of clients
15 – 29	0
30 – 44	0
45 – 64	12
65+	4

Clients who can access the service are 18+ there is no upper age limit to access the service. As the above data shows most of the residential clients accessing the services are 45 – 64 with a small number being above this. Currently there is no clients who are younger than this.

Southview Day Service

The total number of Southview clients affected by the proposals is 48.

The average age range of these clients is outlined below:

Age	No. of clients
15 – 29	8
30 – 44	12
45 – 64	23
65+	5

Clients who can access the service are 18+ there is no upper age limit to access the service. As the above data shows most of the clients accessing the Southview service are working age, with a small number being above this.

- c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

Yes, as outlined above most of the clients using the day service are working age.

In relation to residential clients, the majority are between the ages of 45 – 64 which shows an aging population of clients living in these homes.

- d) What is the proposal, project or service's impact on different ages/age groups?**

The proposal is to provide a Day Service on the same site as the accommodation service.

The Day service will offer a range of options to individuals that meet a range of needs so people can choose the services/activities that meet these, which may or

may not be related to their age. All ages will be catered for (18+), mostly working age, including support for people around developing skills towards independence and employment.

The proposed accommodation service will offer a range of accommodation to meet a range of needs. This will include en-suite facilities, bedsit/flats. People moving to the new accommodation will be involved in the design and layout of their rooms.

Any changes will be phased and fully supported by experienced staff known to individuals concerned.

e) What actions are to/or will be taken to avoid any negative impact or to better advance equality?

Residential clients and their families/ representatives will be involved in the planning of the new service.

OT (Occupational Therapist) and SALT (Speech and Language Therapist) work with clients currently and will be involved in the design/ layout and equipment needs for the new service. This includes catering for clients as they are getting older.

We will be reviewing the "Older Peoples Toolkit" to see if there are any additional design features that need to be incorporated into the new accommodation service.

Day service clients and parent/carers will be involved in the planning for the new service.

All clients (18+) will be catered for as part of the Day service offer, ranging from sensory experiences for clients with more complex needs to skills development for clients working towards independence and employability.

f) Provide details of the mitigation.

Both the proposed services will be fully accessible and provide a range of facilities to meet a range of needs particularly Learning Disability and Physical/Sensory needs. This would also include support needs for residential clients around getting older.

Expertise from specialist OT/ Physio and SALT is being sourced to ensure the design of the new services meet these needs.

g) How will any mitigation measures be monitored?

See full information in Section 5.3

Regular updates on progress following the consultation to implement the proposals (if agreed) will be shared with clients, their representatives, parents/carers and families/relatives throughout the process.

Clients' meetings and feedback will be gathered regularly.

Individual transition plans will be agreed with clients their representatives, parents/carers and families/relatives to support people through the changes. This will include any support they would need that relates to their ethnicity.

Input from the Speech and Language Team (SALT) and Physio/OT support is being sought as part of the planning process in the design of the new services. Specialist support is also sought for specific individual client needs in respect of their personalised support plan.

A review of the new services will be undertaken and feedback gained on how things are going six months after implementation of the proposals. This will include services to all clients accessing both Residential and Day Services, including focussing on any support need relating to their age.

Clients have a review every 12 months; the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

4.2 Disability: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County /District/Borough?

Residents(working age only) with limiting long-term illness in 2011 by districts (numbers)

Type	All people	People with long-term health problem or disability	Day-to-day activities limited a little	Day-to-day activities limited a lot	People without long-term health problem or disability
Geography					
England & Wales	56075912	10048441	5278729	4769712	46027471
South East	8634750	1356204	762561	593643	7278546
East Sussex	526671	107145	58902	48243	419526
Eastbourne	99412	20831	11209	9622	78581
Hastings	90254	19956	10375	9581	70298
Lewes	97502	19054	10583	8471	78448
Rother	90588	21242	11591	9651	69346
Wealden	148915	26062	15144	10918	122853

Residents(working age only with limiting long-term illness in 2011 by districts (%))

Type	All people	People with long-term health problem or disability	Day-to-day activities limited a little	Day-to-day activities limited a lot	People without long-term health problem or disability
Geography					
England & Wales	100	17.9	9.4	8.5	82.1
South East	100	15.7	8.8	6.9	84.3
East Sussex	100	20.3	11.2	9.2	79.7
Eastbourne	100	21	11.3	9.7	79
Hastings	100	22.1	11.5	10.6	77.9
Lewes	100	19.5	10.9	8.7	80.5
Rother	100	23.4	12.8	10.7	76.6
Wealden	100	17.5	10.2	7.3	82.5

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Residential Services

People with long-term health problem or disability	Day-to-day activities limited a little	Day-to-day activities limited a lot	People without long-term health problem or disability
16		16	nil

Southview Day Service

People with long-term health problem or disability	Day-to-day activities limited a little	Day-to-day activities limited a lot	People without long-term health problem or disability
48	30	18	nil

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

Yes

All of the clients that are affected have a Learning Disability, a small number also have a physical disability.

5 clients who access the residential services have a physical disability relating to their mobility of which 5 are wheelchair users.

2 clients who access residential services have a sensory impairment

13 clients who access the day service have a physical disability relating to their mobility of which 5 are wheelchair users.

9 clients who access the day service have a sensory impairment.

d) What is the proposal, project or service's impact on people who have a disability?

The proposal is to provide a new residential/ supported living service on one site alongside a day service which will be located on the ground floor.

The Residential service will provide a range of accommodation for 16 clients, offering them on-suite accommodation to meet a range of needs in relation to their Learning Disability, including their physical and sensory needs. The proposed design offers more space both individually and communal space to move around and offers more flexibility to meet a range of needs. **The accommodation will be tailored to meet individual needs.**

The proposed day service will provide a range of activities that meet the needs of all clients, including their physical and sensory needs. The day service facilities will also be available out of hours to the residential clients.

The proposed day service layout offers an increase in size compared to what is currently offered at Southview. The new service will be able to offer larger rooms and wider corridors so it is easier for clients to move around, particularly for those with wheelchairs.

There is a range of staff with the skills and ability to meet a range of needs and to support client preferences around their Learning Disability, physical disabilities and sensory needs.

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

The services are specially designed for Adults with a Learning Disability so the services and what they offer, directly supports the needs of this client group.

The proposed day service facilities and the proposed accommodation have considered the needs of this client group, accessibility, as well as physio and sensory equipment to support a range of needs.

The services works in a person centred way to support the person to receive support in a way they choose taking into account their needs and preferences.

We will only make changes after we have spoken to people about their needs, clients can request a review if they need one from the Community Learning Disability Team.

Any changes will be phased and fully supported by experienced staff known to individuals concerned.

f) Provide details of any mitigation.

Both the proposed services will be fully accessible and provide a range of facilities to meet a range of needs particularly Learning Disability and Physical/Sensory needs.

Expertise from specialist OT/ Physio and SALT is being sourced to ensure the design of the new services meet these needs.

g) How will any mitigation measures be monitored?

See full information in Section 5.3

Regular updates on progress following the consultation to implement the proposals (if agreed) will be shared with clients, their representatives, parents/carers and families/relatives throughout the process.

Clients' meetings and feedback will be gathered regularly.

Complaints/ comments and Compliments will be monitored and any learning will be taken into account.

Individual transition plans will be agreed with clients their representatives, parents/carers and families/relatives to support people through the changes. This will include any support they would need that relates to their ethnicity.

Input from the Speech and Language Team (SALT) and Physio/OT support is being sought as part of the planning process in the design of the new services. Specialist support is also sought for specific individual client needs in respect of their personalised support plan.

A review of the new services will be undertaken and feedback gained on how things are going six months after implementation of the proposals. This will include services to all clients accessing both Residential and Day Services, including focussing on any support need around their ethnicity, beliefs and preferences.

Clients have a review every 12 months; the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

4.3 Ethnicity: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County /District/Borough?

The overall population of East Sussex is 527,209 (2011 Census data) and is projected to continue increasing over the next few years. The population aged 65+ (males) and 60+ (females) by ethnic group for East Sussex is shown in the table in Section 4.1 above, page 12. Census figures below demonstrate ethnic diversity in the area as 8.3% overall. Increases are particularly in the 'White other' and 'mixed' categories reflecting East European and other white groups migration and other societal changes. Largest overall minority populations are 'White other' and 'Asian and Asian British'.

Ethnic group in 2011 by districts

Ethnicity	All people	British and Northern Irish	Irish	Gypsy or Irish Traveller	Other White	All Mixed	All Asian or Asian British	All Black or Black British	Other ethnic group
Geography									
England & Wales	100	80.5	0.9	0.1	4.4	2.2	7.5	3.3	1
South East	100	85.2	0.9	0.2	4.4	1.9	5.2	1.6	0.6
East Sussex	100	91.7	0.8	0.2	3.4	1.4	1.7	0.6	0.3
Eastbourne	100	87.4	1	0.1	5.6	1.8	2.8	0.8	0.5
Hastings	100	89.3	0.8	0.2	3.5	2.2	2.4	1.2	0.5
Lewes	100	92.5	0.8	0.1	3.2	1.3	1.4	0.4	0.3
Rother	100	94.1	0.7	0.1	2.1	1.1	1.2	0.3	0.2
Wealden	100	93.8	0.6	0.2	2.8	1	1.2	0.2	0.2

Ethnic group in 2011 by districts (%)

Ethnicity	All people	British and Northern Irish	Irish	Gypsy or Irish Traveller	Other White	All Mixed	All Asian or Asian British	All Black or Black British	Other ethnic group
Geography									
England & Wales	56075912	45134686	531087	57680	2485942	1224400	4213531	1864890	563696
South East	8634750	7358998	73571	14542	380709	167764	452042	136013	51111
East Sussex	526671	482769	3966	815	17872	7473	9143	2912	1721
Eastbourne	99412	86903	978	66	5561	1791	2795	783	535
Hastings	90254	80624	702	150	3155	1948	2126	1065	484
Lewes	97502	90218	757	97	3087	1275	1400	416	252
Rother	90588	85279	596	134	1942	1031	1103	305	198
Wealden	148915	139745	933	368	4127	1428	1719	343	252

Ethnic group in 2011 by gender: Male

Ethnic groups	All people	White: British	White: Other White	All Mixed	All Asian or Asian British	All Black or Black British	All Chinese or Other Ethnic Group
Geography							
England	25514600	21065200	906400	481200	1623800	751400	424100
South East	4134900	3549400	154700	72200	182000	78700	58800
East Sussex	245100	219700	7200	3600	5900	4100	2500
Eastbourne	45600	39900	1700	800	1500	700	600
Hastings	42200	36600	1300	800	1000	1600	500
Lewes	46400	42100	1300	700	1000	400	500
Rother	42200	38400	900	600	1100	600	300
Wealden	68800	62700	1900	800	1500	800	600

Ethnic group in 2011 by gender: Male (%)

Ethnic groups	All people	White: British	White: Other White	All Mixed	All Asian or Asian British	All Black or Black British	All Chinese or Other Ethnic Group
Geography							
England	49.2	40.7	1.7	0.9	3.1	1.5	0.8
South East	49	42.1	1.8	0.9	2.2	0.9	0.7
East Sussex	47.9	42.9	1.4	0.7	1.2	0.8	0.5
Eastbourne	47.3	41.4	1.8	0.8	1.6	0.7	0.6
Hastings	48.6	42.1	1.5	0.9	1.2	1.8	0.6
Lewes	48.1	43.7	1.3	0.7	1	0.4	0.5
Rother	47.3	43	1	0.7	1.2	0.7	0.3
Wealden	48.1	43.8	1.3	0.6	1	0.6	0.4

Ethnic group in 2011 by gender: Female

Ethnic groups	All people	White: British	White: Other White	All Mixed	All Asian or Asian British	All Black or Black British	All Chinese or Other Ethnic Group
Geography							
England	26295200	21828100	955400	475500	1542900	770000	427500
South East	4300800	3681700	180000	72700	175000	79300	66000
East Sussex	266900	238500	9100	3800	5800	4200	2900
Eastbourne	50900	44400	2100	800	1600	800	800
Hastings	44800	39000	1600	800	900	1600	500
Lewes	50000	45200	1700	700	900	400	500
Rother	47000	42700	1200	600	1000	600	400
Wealden	74300	67300	2500	800	1300	800	700

Ethnic group in 2011 by gender: Female (%)

Ethnic groups	All people	White: British	White: Other White	All Mixed	All Asian or Asian British	All Black or Black British	All Chinese or Other Ethnic Group
Geography							
England	50.8	42.1	1.8	0.9	3	1.5	0.8
South East	51	43.6	2.1	0.9	2.1	0.9	0.8
East Sussex	52.1	46.6	1.8	0.7	1.1	0.8	0.6
Eastbourne	52.8	46.1	2.2	0.8	1.7	0.8	0.8
Hastings	51.6	44.9	1.8	0.9	1	1.8	0.6
Lewes	51.9	46.9	1.8	0.7	0.9	0.4	0.5
Rother	52.7	47.9	1.3	0.7	1.1	0.7	0.4
Wealden	51.9	47	1.7	0.6	0.9	0.6	0.5

Language Service suppliers report the following languages to be commonly in use in the county (June 2015):

- British Sign Language, Mandarin, Czech, Polish, Portuguese, Russian, Bengali, Arabic, Albanian, Lithuanian, Turkish

518 BME people who received long-term support between 1st April 2014 and 31st March 2015: (18th May 2015)

Number of clients receiving long-term support by preferred language:

Arabic	3
Bengali	1
British Sign Language	4
Cantonese	2
Dari	1
English	323
Farsi	2
Greek	2
Italian	2
Other language	27

Polish	2
Portuguese	2
Spanish	4
Turkish	1
Unknown	8
Not recorded	134
Total	518

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Residential Service clients:

Ethnicity	All people	British and Northern Irish	Irish	Gypsy or Irish Traveller	Other White	All Mixed	All Asian or Asian British	All Black or Black British	Other ethnic group
	16	16							

And list of preferred language of residential clients:

Arabic	
Bengali	
British Sign Language	
Cantonese	
Dari	
English	16
Farsi	
Greek	
Italian	
Other language	
Polish	
Portuguese	
Spanish	
Turkish	
Unknown	
Not recorded	
Total	16

Southview Day Service clients:

Ethnicity

Ethnicity	All people	British and Northern Irish	Irish	Gypsy or Irish Traveller	Other White	All Mixed	All Asian or Asian British	All Black or Black British	Other ethnic group
		48							

And list of preferred language of clients

Arabic	
Bengali	
British Sign Language	
Cantonese	
Dari	
English	48
Farsi	
Greek	
Italian	
Other language	
Polish	
Portuguese	
Spanish	
Turkish	
Unknown	
Not recorded	
Total	48

- c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

Analysis of the current clients across Residential Services and Southview Day Service shows an under-representation of people with BME groups compared with the wider population.

All referrals to the services come through the Community Learning Disability Teams (CLDT).

- d) What is the proposal, project or service's impact on those who are from different ethnic backgrounds?**

Both services work in a person centred way to support the person to receive support in the way they choose taking into account their personal preferences and beliefs. In respect of residential services, this includes supporting the person to live the life they choose.

If an individual needed additional support in relation to their preferred language and/or beliefs we would seek additional support to ensure staff are skilled to meet the individual's needs. Translation/language support is also available to carers/family.

- e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

Staff have training in relation to equality and diversity and work in a person centred way to ensure clients' needs, preferences and beliefs are catered for.

We will continue to monitor ethnicity for the Residential Service and Southview Day Service going forward.

Equality Impact Team (Claire Debenham & Liz Jones) to discuss with the LD commissioning team to understand more about this and look at how this can be acted on.

- f) Provide details of any mitigation.**

There is an under representation of BME groups compared to the general population, this will be monitored using information collated from new referrals.

As stated above the Equality Impact Team will speak with commissioners to understand why this is the case and any further action.

- g) How will any mitigation measures be monitored?**

See full information in Section 5.3

Regular updates on progress following the consultation to implement the proposals (if agreed) will be shared with clients, their representatives, parents/carers and families/relatives throughout the process.

Clients' meetings and feedback will be gathered regularly.

Complaints/ comments and Compliments will be monitored and any learning will be taken into account.

Individual transition plans will be agreed with clients their representatives, parents/carers and families/relatives to support people through the changes. This will include any support they would need that relates to their ethnicity.

A review of the new services will be undertaken and feedback gained on how things are going six months after implementation of the proposals. This will include services to all clients accessing both Residential and Day Services, including focussing on any support need around their ethnicity, beliefs and preferences.

Clients have a review every 12 months; the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

Information on Ethnicity will continue to be collated for existing clients and any new potential referrals, ensuring this is monitored.

4.4 Gender/Transgender: Testing of disproportionate, negative, neutral or positive impact

a) How is this protected characteristic target group reflected in the County/District/Borough?

Data from the 2011 Census shows the population of East Sussex to be **527,209**, broken down into the following gender and age groupings:

		Total	18+	18-64	65+	18-64 %	65+ %
Female	EAST SUSSEX	273,142	222,604	154,510	68,094	69.4	30.6
Male	EAST SUSSEX	254,067	200,320	147,692	52,628	73.7	26.3
All people	EAST SUSSEX	527,209	422,924	302,202	120,722	71.5	28.5

Source: ONS Mid Year Population Estimates 2011 (based on Census) released on 25th September by ONS

Gender Identity:

Transgender men and women are reluctant to 'come out' to policy makers and researchers, seeing little benefit in doing so and fearing discrimination and harassment. In addition, sources such as the census have not collected gender identity data to date.

In an attempt to gather data on numbers of transgender people in East Sussex, and better understand their needs to ensure an appropriate service response for this group, data from 254 "About You" forms were analysed in Quarter 2, as part of the Listening To You satisfaction questionnaires. The questionnaires were sent to a random sample of service users who had had the provision of OT equipment or sensory equipment / service in the 3 last months; people who had a Direct Payment put in place or reviewed in the last 3 months; and carers. The responses received showed:

- 1% of respondents stated they were transgender
- 5% of respondents said they preferred not to say,
- 94% of respondents stated they were not transgender.

(Source: ASC Equalities Data Set, January 2012)

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Residential Services

Out of the 16 clients living in the residential homes, there are 11 male and 5 female.

Southview Services

Out of the 48 clients accessing Southview day service, there are 26 male and 22 female.

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No

d) What is the proposal, project or service's impact on different genders?

The proposal is to provide a new residential/ supported living service on one site alongside a day service which will be located on the ground floor.

The new Residential service will provide a range of accommodation for 16 clients, offering them on-suite accommodation to meet a range of needs irrespective of their gender.

Individual flats and/or rooms with en-suite facilities will offer increase privacy and dignity for all people living in the accommodation.

The proposed day service will provide a range of activities that meet the needs of all clients irrespective of their gender. The day service facilities will also be available out of hours to the residential clients.

There is a range of staff with the skills and ability to meet a range of needs and to support client preferences around male/female support staff.

Staff receive equalities training to support them in their role.

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

The provision of both services is the same for all clients accessing them.

Clients have regular reviews that support them to look at and agree support in line with their needs and preferences.

Residential clients in addition to the above have monthly 1:1 meetings with their keyworker to ensure the support they receive meets their need and preferences.

f) Provide details of any mitigation.

The provision of both services is the same for all clients accessing them and is tailored to meet their needs and preferences.

g) How will any mitigation measures be monitored?

See full information in Section 5.3

Bi Weekly project meetings have been ongoing throughout the consultation and will continue for the duration of the building work, transition and embedding the proposals. This will include parent/carer and family/relative representation.

Regular updates on progress following the consultation to implement the proposals will be shared with clients, family/relatives and parents/carers throughout the process.

Client meetings are held monthly at Southview Day service and each of the 3 Residential Homes to get client feedback on how things are going. These will continue following the implementation of the new services. Client feedback cards are used monthly in both services to gain client feedback on how things are going.

Compliments/ complaint and minor concern monitoring and logs are in place and will continue going forward.

Individual transition plans will be agreed with clients and parents/carers to support them through the changes.

A review of the new services will be undertaken and feedback gained on how things are going six months after implementation of the proposals.

Clients have a review every 12 months, the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

4.5 Marital Status/Civil Partnership: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic target group reflected in the County/District/Borough?

Marital status in 2011 – districts

Marital Status	All people aged 16 and over	Single	Married	In a registered same-sex civil partnership	Separated	Divorced	Widowed
Geography							
England & Wales	45496780	15730275	21196684	104942	1195882	4099330	3169667
South East	6992666	2230242	3448947	16398	177075	637433	482571
East Sussex	435515	126922	210786	1471	11954	46470	37912
Eastbourne	82691	27558	35418	290	2454	9487	7484
Hastings	73488	26836	28842	235	2731	9431	5413
Lewes	80534	23126	39956	403	2049	8225	6775
Rother	76359	18891	39152	247	1957	7871	8241
Wealden	122443	30511	67418	296	2763	11456	9999

Marital status in 2011 – districts(%)

Marital Status	All people aged 16 and over	Single	Married	In a registered same-sex civil partnership	Separated	Divorced	Widowed
Geography							
England & Wales	100	34.6	46.6	0.2	2.6	9	7
South East	100	31.9	49.3	0.2	2.5	9.1	6.9
East Sussex	100	29.1	48.4	0.3	2.7	10.7	8.7
Eastbourne	100	33.3	42.8	0.4	3	11.5	9.1
Hastings	100	36.5	39.2	0.3	3.7	12.8	7.4
Lewes	100	28.7	49.6	0.5	2.5	10.2	8.4
Rother	100	24.7	51.3	0.3	2.6	10.3	10.8
Wealden	100	24.9	55.1	0.2	2.3	9.4	8.2

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Out of the 16 Residential clients and 48 Southview clients, from the information available to the service, all clients are listed as single.

c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?

No

d) What is the proposal, project or service's impact on people who are married or same sex couples who have celebrated a civil partnership?

No impact

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

The services work in a person centred way to support people to live their life/ receive support in the way they choose taking into account their personal beliefs and preferences.

f) Provide details of any mitigation.

g) How will any mitigation measures be monitored?

4.6 Pregnancy and maternity: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic target group reflected in the County/District/Borough?

Live births by age of mother in 2011

Age of mother	All live births	Under 20	20-24	25-29	30-34	35-39	40 and over
Geography							
England & Wales	723913	36435	134946	200587	207151	115444	29350
South East	107132	4521	17097	27456	32823	20214	5021
East Sussex	5399	305	1028	1449	1455	915	247
Eastbourne	1185	80	216	346	327	176	40
Hastings	1202	95	309	315	290	150	-
Lewes	945	41	165	251	249	189	50
Rother	753	43	141	211	183	135	40
Wealden	1314	46	197	326	406	265	-

No data are available regarding the total number of pregnancies, or the number of live births to disabled women.

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

No impact identified

4.7 Religion, Belief: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

Religion and belief 2011 - districts

Religions	All people	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated
Geography										
England & Wales	56075912	33243175	247743	816633	263346	2706066	423158	240530	14097229	4038032
South East	8634750	5160128	43946	92499	17761	201651	54941	39672	2388286	635866
East Sussex	526671	315659	2190	1501	1074	4201	178	3508	155723	42637
Eastbourne	99412	59232	482	429	211	1458	53	586	28995	7966
Hastings	90254	46832	475	423	142	1159	38	668	33066	7451
Lewes	97502	55572	489	257	320	558	42	603	31641	8020
Rother	90588	58706	290	171	170	460	12	525	22864	7390
Wealden	148915	95317	454	221	231	566	33	1126	39157	11810

Religion and belief 2011 – districts (%)

Religions	All people	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated
Geography										
England & Wales	100	59.3	0.4	1.5	0.5	4.8	0.8	0.4	25.1	7.2
South East	100	59.8	0.5	1.1	0.2	2.3	0.6	0.5	27.7	7.4
East Sussex	100	59.9	0.4	0.3	0.2	0.8	0	0.7	29.6	8.1
Eastbourne	100	59.6	0.5	0.4	0.2	1.5	0.1	0.6	29.2	8
Hastings	100	51.9	0.5	0.5	0.2	1.3	0	0.7	36.6	8.3
Lewes	100	57	0.5	0.3	0.3	0.6	0	0.6	32.5	8.2
Rother	100	64.8	0.3	0.2	0.2	0.5	0	0.6	25.2	8.2
Wealden	100	64	0.3	0.1	0.2	0.4	0	0.8	26.3	7.9

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

Residential Service Clients:

Religions	All people	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated
		5								11

Southview Day Service Clients:

Religions	All people	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated
	48	17			1					30

- c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

Yes. Faith and spirituality affects how people experience their care and support. National data (2001 Citizenship Survey) indicates that Christian people (33%) were much less likely than all other main religions (79% of Muslim, 74% of Sikh, and 70% of Hindu people) to say that they practised their religion. The proportion of Muslim people who practised their religion increased over time (from 73% in 2005 to 79% in 2009-10). Of those with a religion, a third (33%) said that religion influenced their everyday life in terms of where they lived, worked, their friends or other social connections. Muslim and Sikh people were more likely than Christian people to say that this was the case. As in previous surveys, Muslim people were regarded by the population in general as the group most likely to encounter religious prejudice

- d) What is the proposal, project or service's impact on the people with different religions and beliefs?**

No impact

- e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?**

The services work in a person centred way to support people to live their life/ receive support in the way they choose taking into account their personal beliefs and preferences.

4.8 Sexual Orientation - Gay, Lesbian, Bisexual and Heterosexual: Testing of disproportionate, negative, neutral or positive impact.

a) How is this protected characteristic reflected in the County/District/Borough?

Estimates of the UK LGB population generally vary between 5%-7% of the overall population (www.stonewall.org.uk). The Office of National Statistics (ONS) estimate is lower than this, based on responses to surveys. All estimates are subject to the very significant caveat that many LGB and T people are reluctant to 'come out' to policy makers and researchers, seeing little benefit in doing so and fearing discrimination and harassment. In addition, sources such as the census have not collected sexual orientation or gender identity data to date.

Taking the Stonewall estimate as a guide, this means that in East Sussex, with a population of 527,209 (2011 Census), 26,360 – 36,904 people, including older people, are likely to be LGB. <http://www.eastsussexjsna.org.uk/briefings.aspx>.

Population over 65 in 2011, with *estimated* numbers of LGB people over 65 by districts in East Sussex

Age	All people	65+	65+ %	65+ male	65+ male%	65+ female	65+ female%
Geography							
England and Wales	56075912	9223073	16.4	4096161	7.3	5126912	9.1
South East	8634750	1482020	17.2	656272	7.6	825748	9.6
East Sussex	526671	119763	22.7	52124	9.9	67639	12.8
Eastbourne	99412	22303	22.4	9363	9.4	12940	13
Hastings	90254	15401	17.1	6803	7.5	8598	9.5
Lewes	97502	22154	22.7	9623	9.9	12531	12.9
Rother	90588	25763	28.4	11174	12.3	14589	16.1
Wealden	148915	34142	22.9	15161	10.2	18981	12.7

Age	All people	65+	65+ LGB (5%)
Geography			
England and Wales	56075912	9223073	
South East	8634750	1482020	
East Sussex	526671	119763	5988
Eastbourne	99412	22303	1115
Hastings	90254	15401	770
Lewes	97502	22154	1107
Rother	90588	25763	1288
Wealden	148915	34142	1707

(5% Estimate)

b) How is this protected characteristic reflected in the population of those impacted by the proposal, project or service?

LGB people are included in the population of people receiving assessments and using care and support. Quantitative information about LGBT people receiving advice and assessment or who are clients and carers is not currently collected by ASC. However, some information is being gathered through customer satisfaction surveys. These are sample surveys across a proportion of clients for particular services, including assessment, and typically achieve a response rate of 25%. At the moment a full year's returns are not available and it is not yet possible to extract meaningful patterns of opinion. Data for the last quarter (Q4 January-March 2014) are shown below:

Customer satisfaction survey 2013/14 Qtr 4 (January to March 2014)

Of the **247 people** who answered the questions about sexuality (333 people left the questions blank):

Heterosexual/Straight	91% (225 people)
Other	1% (3 people)
Prefer not to say	6% (14 people)
Gay man	<1% (1 person)
Bi/Bisexual	1% (3 people)
Gay woman/Lesbian	<1% (1 people)

- c) Will people with the protected characteristic be more affected by the proposal, project or service than those in the general population who do not share that protected characteristic?**

No

- d) What is the proposal, project or service's impact on people with differing sexual orientation?**

No impact identified

4.9 Other: Additional groups/factors that may experience impacts - testing of disproportionate, negative, neutral or positive impact.

4.9.1 Rural population

a) How are these groups/factors reflected in the County/District/Borough?

Population by age groups and gender in 2011

Age	All people	0-14	15-29	30-44	45-64	65+
Geography						
England and Wales	56075912	9891138	11183239	11515165	14263297	9223073
South East	8634750	1535168	1604028	1761278	2252256	1482020
East Sussex	526671	84910	83732	90763	147503	119763
Eastbourne	99412	15574	18407	18195	24933	22303
Hastings	90254	15659	17149	17677	24368	15401
Lewes	97502	15832	14854	16907	27755	22154
Rother	90588	13214	12047	13026	26538	25763
Wealden	148915	24631	21275	24958	43909	34142

Population by age groups and gender in 2011(%)

Age	All people	0-14	15-29	30-44	45-64	65+
Geography						
England and Wales	100	17.6	19.9	20.5	25.4	16.4
South East	100	17.8	18.6	20.4	26.1	17.2
East Sussex	100	16.1	15.9	17.2	28	22.7
Eastbourne	100	15.7	18.5	18.3	25.1	22.4
Hastings	100	17.3	19	19.6	27	17.1
Lewes	100	16.2	15.2	17.3	28.5	22.7
Rother	100	14.6	13.3	14.4	29.3	28.4
Wealden	100	16.5	14.3	16.8	29.5	22.9

b) How is this group/factor reflected in the population of those impacted by the proposal, project or service?

Residential Services:

The Residential service in South Chailey could be considered as a rural location. In total 6 clients live here, the proposals are to move this service to the new site in Crowborough.

Southview Day Service:

The Southview day service has 11 clients in total who live in small villages/ rural areas. The current proposals include moving the day service one mile up the road from the current site in Crowborough. Transport arrangements already in place are expected to remain the same.

c) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?

No impact for Southview Day service clients and parent/carers identified.

No impact identified for clients living in the 2 Crowborough residential services.

Clients at the South Chailey Residential service will be affected if the proposals go ahead.

d) What is the proposal, project or service's impact on the factor or identified group?

The 6 residential clients from the Chailey service would be moving away from their current village/ rural location to Crowborough. This will mean they may have to change the support they receive from local services and the facilities they access e.g. GP surgeries, pharmacies and local shops.

e) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

As the proposed new residential service is only a half an hour drive away, clients will still have opportunities to visit Chailey regularly, attending local events and to still be part of the local community if they choose to.

Clients will be supported through the changes and introduced to local services and amenities as part of a personalised transition plan.

f) Provide details of the mitigation.

We will work with individuals to support them to access the right local services for them in line with their needs and preferences.

We will work with individuals to support them to retain links with their previous local community if they wish to.

g) How will any mitigation measures be monitored?

See full information in Section 5.3

Bi Weekly project meetings have been ongoing throughout the consultation and will continue for the duration of the building work, transition and embedding the proposals.

Individual transition plans will be agreed with clients, family/relatives and parents/carers to aid them through the changes.

A review of the new Residential Service and the Day Service will be undertaken and feedback gained on how things are going six months after implementation of the proposals.

Clients have a review every 12 months, the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

4.9.2 Carers

a) How are these groups/factors reflected in the County/District/ Borough?

Provision of unpaid care in 2011 - districts

Provision unpaid care	All people	People provides no unpaid care	People provide unpaid care	Provides 1 to 19 hours unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
Geography						
England & Wales	56075912	50275666	5800246	3665072	775189	1359985
South East	8634750	7787397	847353	577114	96883	173356
East Sussex	526671	467262	59409	39537	6745	13127
Eastbourne	99412	88894	10518	6678	1261	2579
Hastings	90254	80812	9442	5708	1321	2413
Lewes	97502	86001	11501	8000	1197	2304
Rother	90588	79327	11261	7279	1250	2732
Wealden	148915	132228	16687	11872	1716	3099

Provision of unpaid care in 2011 – districts (%)

Provision unpaid care	All people	People provides no unpaid care	People provide unpaid care	Provides 1 to 19 hours unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
Geography						
England & Wales	100	89.7	10.3	6.5	1.4	2.4
South East	100	90.2	9.8	6.7	1.1	2
East Sussex	100	88.7	11.3	7.5	1.3	2.5
Eastbourne	100	89.4	10.6	6.7	1.3	2.6
Hastings	100	89.5	10.5	6.3	1.5	2.7
Lewes	100	88.2	11.8	8.2	1.2	2.4
Rother	100	87.6	12.4	8	1.4	3
Wealden	100	88.8	11.2	8	1.2	2.1

a) How is this group/factor reflected in the population of those impacted by the proposal, project or service?

Residential Service:

Out of the 16 clients this proposal affects, 10 have family/relatives that are involved in their lives. They live in a range of locations (6 live within East Sussex - Brighton, Crowborough, Ringmer, Hastings and Rye, 3 live in other counties - Devon, Kent, Buckinghamshire, and 1 lives abroad – Luxembourg.)

Southview Day Service:

Unpaid Carers – 25 Carers are unpaid and have 24/7 caring responsibilities for 25 clients.

Paid Carers:

- 5 Residential providers provide care for 9 clients.
- 3 Supported Living providers provide support for 8 clients.
- 1 Shared Lives provider supports 2 clients.

b) Will people within these groups or affected by these factors be more affected by the proposal, project or service than those in the general population who are not in those groups or affected by these factors?

Minimal impact identified.

c) What is the proposal, project or service's impact on the factor or identified group?

2 Families/ Relatives of residential clients who live in Chailey may have to travel further to visit their relative should the proposals be agreed.

In relation to Southview Carers the proposed new service is within a mile of the current service. Current transport arrangements are expected to remain unchanged as there is only a 1 mile difference between the existing and proposed day service. Of the 4 clients who currently walk to Southview, 2 would require additional support to cross the main road to the proposed service **to maintain their independence.**

d) What actions are to/ or will be taken to avoid any negative impact or to better advance equality?

We will continue to provide Council transport to people who currently receive this. We will work with individuals to ensure that where unpaid carers are eligible for support with transport we can provide this.

We will work with clients who currently walk/ travel independently to the day service to receive additional travel training to support them to access the new service as needed. This could also include provision of a meeting point with staff to support people to cross the main road to the new service if required.

We will ensure effective communication is shared with carers throughout the process, including updates on changes following comments/feedback received.

We have issued frequently asked questions (FAQ's) in response to questions and comments raised from clients, parents /carers. We have also sent out letters to carers' signposting them to the FAQ's.

We are not stopping anyone's service. We will still provide services for individuals that need one.

e) Provide details of the mitigation.

We will work with unpaid and paid carers to look at the best options to support them through the changes, as detailed above.

We will continue to provide a service for everyone that needs one.

f) How will any mitigation measures be monitored?

See full information in Section 5.3

Bi Weekly project meetings have been ongoing throughout the consultation and will continue for the duration of the building work, transition and embedding the proposals. This will include parent/carer and family/relative representation.

Regular updates on progress following the consultation to implement the proposals will be shared with clients, parents/carers and relatives/family throughout the process. This is ongoing and includes the FAQ's.

Individual transition plans will be agreed with clients, family/relatives and parents/carers to aid them through the changes.

A review of the new Residential Service and the Day Service will be undertaken and feedback gained on how things are going six months after implementation of the proposals.

Clients have a review every 12 months, the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

4.10 Human rights - Human rights place all public authorities – under an obligation to treat you with fairness, equality, dignity, respect and autonomy. **Please look at the table below to consider if your proposal, project or service may potentially interfere with a human right.**

Articles	
A2	Right to life (e.g. pain relief, suicide prevention)
A3	Prohibition of torture, inhuman or degrading treatment (service users unable to consent, dignity of living circumstances)
A4	Prohibition of slavery and forced labour (e.g. safeguarding vulnerable adults)
A5	Right to liberty and security (financial abuse)
A6 & 7	Rights to a fair trial; and no punishment without law (e.g. staff tribunals)
A8	Right to respect for private and family life, home and correspondence (e.g. confidentiality, access to family)
A9	Freedom of thought, conscience and religion (e.g. sacred space, culturally appropriate approaches)
A10	Freedom of expression (whistle-blowing policies)
A11	Freedom of assembly and association (e.g. recognition of trade unions)
A12	Right to marry and found a family (e.g. fertility, pregnancy)
Protocols	
P1.A1	Protection of property (service users property/belongings)
P1.A2	Right to education (e.g. access to learning, accessible information)
P1.A3	Right to free elections (Elected Members)

Part 5 – Conclusions and recommendations for decision makers

5.1 Summarise how this proposal/policy/strategy will show due regard for the three aims of the general duty across all the protected characteristics and ESCC additional groups.

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups

We will be paying due regard to the above when supporting clients through the changes, providing services that are accessible and meeting their needs and preferences.

We feel the proposal will provide improved accommodation and opportunities for people to live more independently and be part of their community.

The proposal will provide improved facilities for people and increase opportunities to be part of the community, promote engagement with the local community by improved deployment of staff.

5.2 Impact assessment outcome Based on the analysis of the impact in part four mark below ('X') with a summary of your recommendation.

X	Outcome of impact assessment	Please explain your answer fully.
X	A No major change – Your analysis demonstrates that the policy/strategy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	<p>Residential Service</p> <p>The proposed residential service will offer a range of accommodation with improved facilities, including en-suites to meet the needs of individuals in line with their needs and preferences.</p> <p>Building works will be undertaken to ensure the environment meets this range of needs.</p> <p>There will be opportunities for individuals to be fully involved in the design and layout of their rooms/flats.</p> <p>Clients will be supported through the changes as part of a personalised transition plan.</p> <p>Southview day service</p> <p>The proposed day service will offer a good range of sessions/ activities to meet a range of needs for</p>
	B Adjust the policy/strategy – This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential effect.	
	C Continue the policy/strategy - This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate	
	D Stop and remove the policy/strategy – If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy/strategy altogether. If a policy/strategy shows unlawful discrimination it <i>must</i> be removed or changed.	

Equality Impact Assessment

		<p>individuals in line with their needs and preferences.</p> <p>The range of sessions will cater for all clients including those wishing to develop skills towards independence and/or employment, those with complex needs / disabilities as well as supporting new clients coming through transition and those getting older.</p> <p>Building works will be undertaken to ensure the environments meet this range of needs.</p>
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5.3 What equality monitoring, evaluation, review systems have been set up to carry out regular checks on the effects of the proposal, project or service?

(Give details)

Bi Weekly project meetings have been ongoing throughout the consultation and will continue for the duration of the building work, transition and embedding the proposals. This will include parent/carer and family/relative representation.

We will be working closely with our Health partners to ensure the design and layout of the new services meets clients' needs both now and in the future.

Regular updates on progress following the consultation to implement the proposals will be shared with clients, family/relatives and parents/carers throughout the process.

Client meetings are held monthly at Southview Day service and each of the 3 Residential Homes to get client feedback on how things are going. These will continue following the implementation of the new services.

Client feedback cards are used monthly in both services to gain client feedback on how things are going.

In addition POhWER have been providing advocacy support for the duration of the consultation to support people to have their say about the proposals. This has included attendance at key consultation events and separate drop in events at all the Residential Services and Southview Day Service.

Advocacy support will continue throughout the transition period, in particular for Residential clients, providing IMCA's for clients without any other representation or where families live a long way away.

Compliments/ complaint and minor concern monitoring and logs are in place and will continue going forward.

Compliance and SPOT checks happen on a monthly basis in all our services and part of these include speaking to clients about their thoughts on services.

Individual transition plans will be agreed with clients and parents/carers to support them through the changes.

A review of the new services will be undertaken and feedback gained on how things are going six months after implementation of the proposals.

Occupancy and capacity figures will be monitored on a monthly basis for the new Day Service to monitor levels of referrals and throughput of the service.

Clients have a review every 12 months, the first review after implementation of the proposal will include review of their support following the changes. In addition to this clients will be offered a review on request if they need one.

5.6 When will the amended proposal, proposal, project or service be reviewed?

Equality Impact Assessment

Client support will be continually reviewed throughout to ensure they receive the right support for them.

Residential clients will be fully involved in choosing where they live and the design, decoration and layout of their home.

Southview clients will be involved in the planning of the new day service, including decoration, layout and equipment.

A review of the locality offer will be undertaken and feedback gained on how things are going six months after implementation of the proposals.

Date completed:	5/5/16	Signed by (person completing)	B.Scott
		Role of person completing	Operations Manager
Date:		Signed by (Manager)	

Part 6 – Equality impact assessment action plan

If this will be filled in at a later date when proposals have been decided please tick here and fill in the summary report.

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact
4. **If no actions fill in separate summary sheet.**

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Areas of improvement	Changes proposed	Lead Manager	Timescale	Resource implications	Where incorporated/flagged? (e.g. business plan/strategic plan/steering group/DMT)
Residential/Southview Unfamiliarity/ concern around changes	Visits to the outside of “Hookstead” and the surrounding area are being arranged. Additional visits will be offered/ arranged as the project moves forward to keep individuals informed.	Gemma Wanstall Beverly Scott/ Adrian Turner	During consultation and prior to implementation of any changes	Staff and management time	LD DPS Business Plan/ Residential & Day services Team Plans
Residential/Southview Concerns around transition and need for	Transition plans will be put in place for individuals that need	Gemma Wanstall/ Jeanette Gallivan-Young/ Graham	Jan – May 2017	Staff , CLDT and management time	LD DPS Business Plan/ Residential & Day services Team Plans

Equality Impact Assessment

slow and considered plans.	one.	Jeffery			
Residential/Southview Changes in service	<p>Clients, parent/carers will be offered a review on request if they need one.</p> <p>Advocacy will be available for the duration of the consultation and after if proposals agreed.</p>	<p>Beverly Scott/ Graham Jeffery</p> <p>Beverly Scott/ Gina Sammarco</p>	<p>Prior to implementation of any changes</p> <p>During consultation and prior to any changes</p>	<p>CLDT time</p> <p>POhWER staff time</p>	<p>LD DPS Business Plan/ Residential & Day services Team Plans</p>
Residential Only	<p>A formal decision making process will be initiated with people who do not have capacity to make a decision to move, to confirm that this is in their best interests. IMCA's will be made available, if proposals are agreed.</p> <p>Care Managers to coordinate the decision making process where people are represented by their families.</p> <p>Residential clients will be reviewed as part of transition plans.</p>	<p>Graham Jeffery</p> <p>Steve Veevers (Commissioner)</p> <p>Graham Jeffery</p> <p>Graham Jeffrey/Gemma Wanstall</p>	<p>Prior to implementation of any changes</p> <p>Prior to implementation of any changes</p> <p>Prior to implementation of any changes</p>	<p>CLDT time</p> <p>Commissioners time IMCA's time</p> <p>Care manager/ CLDT time</p> <p>CLDT & Management time</p>	

Equality Impact Assessment

<p>Southview Queries around the design of the day service and whether this is wheelchair accessible.</p>	<p>The proposed building design for “Hookstead” has been specifically designed to meet these needs. We will have additional input from OT/SALT in the detailed layout and design as the building works progress.</p>	<p>Beverly Scott/ Adrian Turner</p>	<p>August 2016</p>	<p>Management and Physio/SALT time</p>	<p>LD DPS Business Plan/ Day services Team Plan</p>
<p>Southview Concerns about changes to transport provision and/or how people would get to the new service</p>	<p>We will work with individuals to support them to access the most appropriate transport provision for them.</p>	<p>Gemma Wanstall/ Shirin White/ Graham Jeffrey</p>	<p>Prior to implementation of proposal</p>	<p>Staff time</p>	<p>LD DPS Business Plan/ Day services Team Plan</p>
<p>Southview Concerns around changes to activities /sessions</p>	<p>We are working with clients, parent/carers to ensure that the new day service offer includes sessions and activities that people enjoy and want to continue.</p>	<p>Gemma Wanstall/Brian Clifford</p>	<p>Initial draft during consultation for clients, parent/carers to comment on. Final offer to share if proposals are agreed.</p>	<p>Staff and management time.</p>	<p>LD DPS Business Plan/ Day services Team Plan</p>
<p>Residential Concerns about more people living together. Concerns about more people meaning more</p>	<p>We will work with individuals to ensure their accommodation and service meets their needs.</p>	<p>Beverly Scott/ Gemma Wanstall/ Graham Jeffery</p>	<p>Prior to implementation of the new service</p>	<p>Staff and management time</p>	<p>LD DPS Business Plan/ Residential services Team Plan</p>

Equality Impact Assessment

noise	The new residential service at Hookstead will provide larger accommodation and therefore people will have more of their own space as well as more space generally across the service.	Gemma Wanstall/ Teresa Harrison	Prior to implementation of the new service	Management time.	
Residential Aging population of existing clients	<p>We will working with clients, families/ representatives to ensure the design and layout of individual rooms meet individual needs</p> <p>We will use the “Older People Toolkit” to ensure the design of the new service meets these needs.</p>	Beverly Scott/ Gemma Wanstall/ Adrian Turner Teresa Harrison/ Jacqui Gough	If proposals agreed, during building works and prior to implementation.	Staff and Management time. Building contractor time.	LD DPS Business Plan/ Residential services Team Plan
Apparent under representation of BME people amongst service users	Discussion with commissioners	Claire Debenham/ Richard Lewis	June 2016	Staff time	

6.1 Accepted Risk

From your analysis please identify any risks not addressed giving reasons and how this has been highlighted within your Directorate:

Area of Risk	Type of Risk? (Legal, Moral, Financial)	Can this be addressed at a later date? (e.g. next financial year/through a business case)	Where flagged? (e.g. business plan/strategic plan/steering group/DMT)	Lead Manager	Date resolved (if applicable)

