

Fairness and Equalities Impact Assessments

The purpose of an EIA is to improve service delivery and/or the experience of employees by making sure that it does not discriminate, intentionally or unintentionally and where possible promotes equality. EIA's can help identify direct and indirect discrimination and institutional discrimination

EIAs are a route to ensuring individuals and team members think carefully about the impact of the work on service users and staff to take appropriate action to improve services. By fully integrating impact assessments into the service planning process equality and diversity will be mainstreamed.

EIAs also help to anticipate and identify the consequences of projects and work streams and services and help ensure that as far as is possible any negative consequences are eliminated or minimised.

The EIA form has recently been revised to take account of wider potential impacts on fairness, and will be known as Fairness and Equalities Impact Assessments.

Newport is a multi-cultural city with its own unique atmosphere, where traditional industries sit alongside new electronics and financial service sectors.

Standing at the gateway between England and Wales, Newport covers a geographical area of just over 73.5 square miles and is a vibrant, forward-thinking city steeped in a rich industrial heritage, dating from the nineteenth century when its important strategic location was first recognised.

After losing some of its core industries, the city is successfully proving that it can re-establish and adapt itself as a centre of modern industry and commerce.

Author: Lucy Jackson
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Service Description

The purpose of the Community Care & Adult service is to meet the assessed need of adults over the age of eighteen who are frail and/or vulnerable, and to promote independence

There are two main functions of the service:

- Assessment and care management
- Provision of service

The service works within a diverse group of adults who have wide ranging needs. This includes:

- Older people
- Adults with learning disabilities
- Adults with physical/sensory disabilities
- Older people with mental health problems
- Adults with mental health illness
- Asylum seekers and refugees

1. What is the service/ policy being assessed?

Reablement and Homecare Service – Extracare

2. What is the purpose of the policy/ service change?

To seek and secure a partner to manage the in-house domiciliary care service that provides long term packages of care to tenants in four Extracare schemes.

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3. Protected Characteristic

Protected Characteristic	Who are the employees?	If we take this decision what is the potential impact?	Action Plan to address issues raised – what changes or practical measures would reduce adverse impact on particular groups. To include planned outcome. May be revisited post consultation	Who will be responsible?	Timeframe to review																				
Age	<p>Age profile of staff team:</p> <table border="0"> <tr><td>20-24</td><td>2</td></tr> <tr><td>25-29</td><td>3</td></tr> <tr><td>30-34</td><td>4</td></tr> <tr><td>35-39</td><td>3</td></tr> <tr><td>40-44</td><td>6</td></tr> <tr><td>45-49</td><td>17</td></tr> <tr><td>50-54</td><td>22</td></tr> <tr><td>55-59</td><td>17</td></tr> <tr><td>60-64</td><td>8</td></tr> <tr><td>65-69</td><td>2</td></tr> </table> <p>Age profile of tenants in Extracare schemes:</p>	20-24	2	25-29	3	30-34	4	35-39	3	40-44	6	45-49	17	50-54	22	55-59	17	60-64	8	65-69	2	<p>The impact on the employees of the implementation is neutral on the different age categories.</p> <p>The impact on tenants will not be</p>	<p>All employees will be TUPE to the new partner.</p> <p>Linc (the RSL) will be part of the procurement process for the partner and tenants will be involved in the process.</p>	<p>Service manager</p> <p>HR team</p> <p>Contracts and Commissioning</p> <p>Programme Manager</p>	<p>To be reviewed during pre-contract awards discussions</p>
20-24	2																								
25-29	3																								
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45-49	17																								
50-54	22																								
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60-64	8																								
65-69	2																								

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	34% 70-80 30% 81-90 32% 91+	dependent upon their age			
Gender	100% of employees are female 60% of tenants are female 30% male	Employees may be required to change the rotas which they currently work affecting employees who have carers responsibilities the impact on tenants will not be dependent upon their gender	There will be formal consultation between employees and the new partner as part of TUPE Linc (the RSL) will be part of the procurement process for the partner and tenants will be involved in the process.	HR Business Partner Service Manager Contracts and Commissioning	During consultation and implementation consideration will be given.
Gender reassignment	N/A				
Disability	There are no employees Who have a disability	The proposed changes will have a neutral impact on those who consider they have a disability.	Equipment is provided to assist employees with disabilities; risk assessments are carried out if necessary. There will be formal consultation	Service Managers HR Business Partner	During consultation and implementation consideration will be given

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		Care and support needs of tenants and outcomes from care are identified in care plans; eligibility for care will be implemented consistently between schemes and community	between employees and the new partner as part of TUPE On-going commitment to meeting people's care needs will not be affected by these proposals.	Social work team	
Marriage/Civil Partnership	N/A				

3. Protected Characteristic

Protected Characteristic	Who are the employees/tenants?	If we take this decision what is the potential impact?	Action Plan to address issues raised – what changes or practical measures would reduce adverse impact on particular groups.	Who will be responsible?	Timeframe to review
		The impact may be either positive	To include planned outcome.		

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		or negative. Explain in what way they may be affected and why you believe this to be the case.	May be revisited post consultation		
Race	N/A				
Religion/belief	N/A				
Welsh Language	N/A				
Sexual preference	N/A				

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

Employee and tenant engagement will take place from January 2017; formal consultation will be undertaken with affected staff members during 2017/18 with the new partner.

5. What evidence/ data has been used to complete this EIA (This will include local and national guidance)

Data from iTrent HR and payroll system provided employee related data; tenant profile information from two of the four schemes

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6. How will the relevant groups be advised of the changes and the EIA?

Public consultation
Staff consultation
Direct discussions with tenants and their families

7 How will the policy/ practice/make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

The proposal affects tenants living in Extracare schemes only. The outsourcing of Extracare will ensure that the service can be maintained for the tenants in the schemes with the same staff group.

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation?

The Extracare schemes are in Bettws, St Julians, Pill and Ringland. There will be a neutral impact on local communities.

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9. How does the changed service /policy promote good community relations (cohesion)

This develops supporting elderly people to live independently for longer within their own community where possible.

10. How does the changed service /policy promote equality

The process that will take place that will ensure that decisions regarding individuals are fair.

11. How does the changed service /policy eliminate discrimination

The proposal will have no impact.