

**CHESHIRE EAST COUNCIL – EQUALITY IMPACT ASSESSMENT FORM**

# EQUALITY IMPACT ASSESSMENT

**TITLE: Level Access Showers**

## VERSION CONTROL

<b>Date</b>	<b>Version</b>	<b>Author</b>	<b>Description of Changes</b>
<b>16.09.2021</b>	<b>1</b>	<b>K Whitehead</b>	

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## CHESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service /

<b>Department</b>	Place		<b>Lead officer responsible for assessment</b>		Karen Whitehead	
<b>Service</b>	Housing		<b>Other members of team undertaking assessment</b>			
<b>Date</b>	16/09/2021		<b>Version</b>		1	
<b>Type of document (mark as appropriate)</b>	<b>Strategy</b>	<b>Project</b>	<b>Function</b>	<b>Policy</b>	<b>Procedure</b>	<b>Service</b>
<b>Is this a new/ existing/ revision of an existing document (please mark as appropriate)</b>	<b>New</b>		<b>Existing</b>		<b>Revision</b>	
<b>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</b>  <b>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</b>	<p><b>Level Access Showers</b></p> <p>Improving health, wellbeing and quality of life through good quality housing is a key part of our Housing Strategy. Adapting homes enables people to manage their health and care needs and enables them to live independently.</p> <p>As part of the housing offer to residents, the Council supports low income and vulnerable households to arrange disability adaptations in their home through the Disabled Facilities Grant programme. To facilitate this, the Council must carry out procurement that is compliant with the Public Contracts Regulations 2015 to secure value for money in the works and services it buys.</p> <p>The Council proposes to carry out a procurement exercise with an estimated value of between £1.5million and £3million over the term of the Framework, which will be between 2 and 4 years. This has arisen as a result of the failure of the contract with the previous supplier. Temporary contractual arrangements have been put in place to ensure continuity of the service while a full procurement exercise is carried out.</p> <p>The Council's Corporate Plan 2021-25 sets out our vision for a more open, fairer, greener Cheshire East. The plan sets out priorities under the three broad aims including "a great place for people to live, work and visit", "Reduce</p>					

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	health inequalities”, and “Reduce the reliance on long-term care by improving services closer to home”. The existing service and proposed procurement will enable us to deliver these priorities.	
<b>Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</b>	The main stakeholders are disabled residents; informal carers; paid carers; Occupational Therapists; Housing employees; contractors. We have not carried out a formal consultation exercise with any stakeholders; however we have regularly engaged with disabled residents and their families to keep them up to date on progress of their works and the need to reprocur the contract. Stakeholders fully support the reprocurement of contractors in order to secure the works needed to their homes.	
<b>Consultation/ involvement carried out.</b>	YES	<b>NO</b>
<b>What consultation method(s) did you use?</b>	n/a	

### Stage 2 Initial Screening

<b>Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)</b>	Disabled residents and their carers are affected; they receive direct services from the Council and its appointed contractors for the supply of level access showers, which enables them to maintain independence, dignity and safety to maintain their personal hygiene. We have service records over several years to evidence the demand for the service and who grants are awarded to.
<b>Who is intended to benefit and how</b>	Disabled residents are the intended beneficiaries. The provision of a level access shower enables them to maintain their personal hygiene in a safe manner with a significantly reduced risk of falls, and with independence which gives them greater dignity.
<b>Could there be a different impact or outcome for some groups?</b>	The provision of the service doesn't create a different impact or outcome for any groups within the wider cohort of grant recipients – but all grant recipients do have at least one protected characteristics, which is disability.

<b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>	The decision about whether a level access shower is necessary and appropriate is made by Occupational Therapists, Social Care Assessors and Early Intervention Officers following an assessment of the disabled person in their home. As part of that decision making process, the professional will consider whether they meet the threshold of substantially disabled as defined by the Equality Act 2010. This decision making process takes place prior to a referral to the Housing service. Once Housing receive the referral, no decisions are made based on individual characteristics – decisions are made based on a financial assessment of need, and a property assessment.							
<b>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</b>	It does favour disabled people by default as it is a mandatory provision for disabled people, and eligibility criteria is determined by legislation and regulation. It does not favour any other individual protected characteristics.							
<b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>	No.							
<b>Is there an actual or potential negative impact on these specific characteristics? (Please tick)</b>								
Age	Y	N	Marriage & civil partnership	Y	N	Religion & belief	Y	N
Disability	Y	N	Pregnancy & maternity	Y	N	Sex	Y	N
Gender reassignment	Y	N	Race	Y	N	Sexual orientation	Y	N

Stage 3 Evidence

Level of Risk

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<b>What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts</b>		<b>(High, Medium or Low)</b>																						
<b>Age</b>	All recipients have a disability.	<i>L</i>																						
<b>Marriage and Civil Partnership</b>	As the prevalence of disability increases with age, it is to be expected that older people will be the primary beneficiaries of this service, which is supported by service data from 2020-21:	<i>L</i>																						
<b>Religion</b>	<table border="1"> <thead> <tr> <th>Age range</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>0-19</td> <td>4</td> </tr> <tr> <td>20-29</td> <td>3</td> </tr> <tr> <td>30-39</td> <td>5</td> </tr> <tr> <td>40-49</td> <td>4</td> </tr> <tr> <td>50-59</td> <td>28</td> </tr> <tr> <td>60-69</td> <td>44</td> </tr> <tr> <td>70-79</td> <td>51</td> </tr> <tr> <td>80-89</td> <td>35</td> </tr> <tr> <td>90-99</td> <td>15</td> </tr> <tr> <td>100+</td> <td>1</td> </tr> </tbody> </table>	Age range	Number	0-19	4	20-29	3	30-39	5	40-49	4	50-59	28	60-69	44	70-79	51	80-89	35	90-99	15	100+	1	<i>L</i>
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<b>Disability</b>		<i>L</i>																						
<b>Pregnancy and Maternity</b>		<i>L</i>																						
<b>Sex</b>		<i>L</i>																						
<b>Gender Reassignment</b>	We do not hold data on other characteristics.	<i>L</i>																						
<b>Race</b>	It is anticipated that the service and procurement will have a positive impact on disabled people as it will improve their living conditions, safety in the home and their independence.	<i>L</i>																						
<b>Sexual Orientation</b>		<i>L</i>																						

Stage 4 Mitigation

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<b>Protected characteristics</b>	<b>Mitigating action</b> <i>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</i>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
<b>Age</b>	n/a			
<b>Marriage and Civil Partnership</b>	n/a			
<b>Religion</b>	n/a			
<b>Disability</b>	n/a			
<b>Pregnancy and Maternity</b>	n/a			

<b>Sex</b>	n/a			
<b>Gender Reassignment</b>	n/a			
<b>Race</b>	n/a			
<b>Sexual Orientation</b>	n/a			

### 5. Review and Conclusion

**Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed**

No adverse impacts have been identified for any groups with protected characteristics.

<b>Specific actions to be taken to reduce, justify or remove any adverse impacts</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
n/a			

<b>Please provide details and link to full action plan for actions</b>			
<b>When will this assessment be reviewed?</b>	1/10/2022		
<b>Are there any additional assessments that need to be undertaken in relation to this assessment?</b>			
<b>Lead officer sign off</b>	Karen Whitehead	<b>Date</b>	16/09/2021
<b>Head of service sign off</b>		<b>Date</b>	

Please publish this completed EIA form on the relevant section of the Cheshire East website

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