

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Consolidation Of Younger Adults Day Centres
<b>Directorate</b>	People
<b>Service Area</b>	Adults - Specialist Care Services
<b>Type</b>	New/Proposed Function
<b>EA Summary</b>	To outline the proposal to consolidate younger adults day centres from providing support in 11 locations to 9 locations across the city.
<b>Reference Number</b>	EA002686
<b>Task Group Manager</b>	sueb.jabbar@birmingham.gov.uk
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<b>Date Approved</b>	2018-02-22 00:00:00 +0000
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### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Function.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Function and expected outcomes?**

Specialist Care Services is part of the Adult Social Care and Health directorate and provides a range of day care to vulnerable adults with assessed care needs. Younger adult's day care was set savings targets in the 2016/17 Council Business plan that was consulted on in January and February 2016.

The service feels there is an opportunity through the management of internal services in co-production with service users and their carers to explore the possibility to consolidate its internal younger adult's day centres to reduce the service by 2 sites.

This would result in service users that currently attend The Fairway in Kings Norton and Advanced enablement in Aston day centres being offered a range of options to move to alternate day centre provision.

Employees that work at the two sites would be at risk of redundancy and be registered as priority movers.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	No

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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#### **Comment:**

Advanced Enablement

There are approx. 16 service users regularly attending the day centre.

69% of them are male

56% are white European

Over 50% are between 50 and 61 yrs old, 20% are under 30 yrs old with 12% over 60 yrs

31% are Church of England and 25%

Catholic. All users have a disability

The Fairway

There are approx. 75 service users regularly attending the day centre

53% are female and 47% male

84% are white European

57% are over 65 yrs old and 43% under 65 yrs old.

67% of service users did not reveal their religion

all service user have a disability.

Will the policy have an impact on employees?	Yes
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**Comment:**

37 employees in two day centres would be impacted by this proposal.

Will the policy have an impact on wider community?	No
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## 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Relevant	Yes
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

## 2.4 Analysis on Initial Assessment

The proposal to consolidate 11 younger adults day centres to 9 day centres would be completed in accordance with all BCC policies and procedures.

Service users will, if they wish, have a social work review and/or the opportunity to move to their nearest internal younger adult day centre.

The function should not have any adverse impact on service users and they will be offered a choice of remaining within the internal services or supported to take up an alternative place at a third sector or independent day centre.

The proposed changes will affect 37 staff employed in the two day centre services that may be at risk of redundancy. Following our policies and procedures staff will be notified of the decision along with recognised trade unions. All internal funded vacancies currently filled with agency staff are and where there is a business need for staff to redeploy will be used as mitigation. Staff will be supported to find alternative employment if required within the Council through the Priority Movers Scheme to mitigate redundancy or to move to a new career through the Career Transition Programme. Employees who have not secured alternative employment within the Council may be made compulsory redundant.

### 3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### 3.1 Age - Assessment Questions

##### 3.1.1 Age - Relevance

Age	Relevant
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##### 3.1.2 Age - Impact

###### Describe how the Function meets the needs of Individuals of different ages?

The services affected by this change are for citizens who are between 18 and 64 years old, however some citizens have attended the day centre for a number of years so are now over 65 years old. Citizens will be offered choices of alternative day provision.

At the Fairway there is a small group of 9 Older adults with Dementia and a further 19 people with a physical disability who are also over 65 years old.

Employees will be subject to BCC policies and procedures for those who are at risk of redundancy.

###### Comment:

57% of service users attending the Fairway are under 65 years old, with only 12% of service users at Advanced Enablement day centre over 65 years old.

Taking the staff group as a whole over 66% of staff are over 50 years old.

Do you have evidence to support the assessment?	Yes
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###### Please record the type of evidence and where it is from?

Service user information as recorded on Carefirst and employee information as recorded on People Solutions.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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##### 3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Function?	Yes
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###### If so, how did you obtain these views?

An independent advocacy group called Advocacy Matters undertook a series of face to face consultation events and provided feedback over a 60 day period with service users at the Fairway.

The face to face events took place on 12, 13,14, 18,20,21 of December 2017.

Feedback events took place on 29,30,31 January 2018 .

Consultation with service users and staff took place at Advanced Enablement on 25 and 27 September 2017

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages?	Yes
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###### If so, how did you obtain these views?

An independent advocacy group called Advocacy Matters undertook a series of face to face consultation events and provided feedback over a 60 day period with service users at Fairway.

The face to face events took place on 12, 13,14, 18,20,21 of December 2017.

Feedback events took place on 29,30,31 January 2018

Consultation with service users and staff took place at Advanced Enablement on 25 and 27 September 2017

Is a further action plan required?	No
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#### **3.1.4 Age - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

## 3.2 Disability - Assessment Questions

### 3.2.1 Disability - Relevance

Disability	Relevant
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### 3.2.2 Disability - Impact

#### **Describe how the Function meets the needs of Individuals with a disability?**

All the service users impacted by this change have an assessed eligible care need, all service users will be offered a move to an alternate internal day centre, and/or a social work review and support to find alternative external day provision or support to gain a direct payment to commission their own care.

19% of staff have indicated they have a disability, this would be considered as part of BCC policies and procedures for staff at risk of redundancy.

Do you have evidence to support the assessment?	Yes
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#### **Please record the type of evidence and where it is from?**

Information from the day centres service shows there is capacity to offer service users at both sites a day centre place within the internal day centres that will be left.

Commissioners and social workers have engaged with the market and this indicates there is sufficient capacity in the market and opportunities to develop services.

This work also indicates the external services are of equal quality to the internal provision

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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### 3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	Yes
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#### **If so, how did you obtain these views?**

An independent advocacy group called Advocacy Matters undertook a series of face to face consultation events and provided feedback over a 60 day period with service users at the Fairway.

The face to face events took place on 12, 13,14, 18,20,21 of December 2017.

Feedback events took place on 29,30,31 January 2018

Consultation with service users and staff took place at Advanced Enablement on 25 and 27 September 2017

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	Yes
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#### **If so, how did you obtain these views?**

An independent advocacy group called Advocacy Matters undertook a series of face to face consultation events and provided feedback over a 60 day period with service users at the Fairway.

The face to face events took place on 12, 13,14, 18,20,21 of December 2017.

Feedback events took place on 29,30,31 January 2018.

Consultation with service users and staff took place at Advanced Enablement on 25 and 27 September 2017

Is a further action plan required?	No
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### 3.2.4 **Disability - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Function could assist Individuals with a disability to participate more?	Yes
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	No

#### **Please explain how.**

This change offers the opportunity for service users to consider and be supported to take a direct payment, purchase their own care, leading to more control and integration with the wider community.

### 3.3 Gender - Assessment Questions

#### 3.3.1 Gender - Relevance

Gender	Relevant
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#### 3.3.2 Gender - Impact

**Describe how the Function meets the needs of Men and women?**

Service users will be offered a suitable alternative day care provision that meets their individual needs, based on their assessed eligible care needs.

Employees will be subject to BCC policies and procedures for staff who are at risk of redundancy.

**Comment:**

The gender split in terms of service users is 50/50 over the two sites.

58% of employees are female and 42% male

Do you have evidence to support the assessment?	Yes
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**Please record the type of evidence and where it is from?**

Service user information as recorded on Carefirst, from their social work review carried out as part of this change.

Employee information as recorded on People Solutions.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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#### 3.3.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Function?	Yes
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**If so, how did you obtain these views?**

An independent advocacy group called Advocacy Matters undertook a series of face to face consultation events and provided feedback over a 60 day period with service users at the Fairway.

The face to face events took place on 12, 13,14, 18,20,21 of December 2017.

Feedback events took place on 29,30,31 January 2018.

Consultation with service users and staff took place at Advanced Enablement on 25 and 27 September 2017

Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women?	Yes
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**If so, how did you obtain these views?**

An independent advocacy group called Advocacy Matters undertook a series of face to face consultation events and provided feedback over a 60 day period with service users at the Fairway.

The face to face events took place on 12, 13,14, 18,20,21 of December 2017.

Feedback events took place on 29,30,31 January 2018.

Consultation with service users and staff took place at Advanced Enablement on 25 and 27



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Is a further action plan required?

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### 3.3.4 Gender -Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	No

### **3.4 Concluding Statement on Full Assessment**

The proposal to consolidate the current 11 younger adults day centres to 9 day centres would be completed following all BCC policies and procedures.

Analysis of the internal occupancy indicates there is available space to accommodate service users from both Advanced Enablement and The Fairway in the remaining 9 day centres.

To support the change, all service users and their families will be offered a social work review and may in discussion with their social worker look at alternative external day opportunities.

The change is not anticipated to have any adverse impact on any of the service users and choice and control over their day care will be of the utmost importance.

The proposed changes will have an impact on the 37 staff employed at the 2 sites in the proposal placing them at risk of redundancy.

Birmingham City Council has comprehensive policies and procedures for supporting staff at risk of redundancy and these will be adhered to.

This change is not anticipated to adversely impact on any protected characteristics.

### **4 Review Date**

31/03/19

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.