

Equality Impact Assessment – Screening

Decision

Permission to Award – Support for Station View Extra Care Housing

Background and summary of Equality Advice

The decision is to award the provision of support services at Station View following an open tender exercise.

A screening Equality Impact Assessment has been completed to assess the potential risks to people who share a protected characteristic if the recommendation were not to be agreed.

In the event of the recommendation not being agreed a full Equality Impact Assessment would be required as there would be significant risk in paying due regard to the Public Sector Equality Duty.

Proposals to change the decision/policy/service/function

To award Extra Care Housing support services at Station View in Barrow in Furness to a single provider for a period of 3 years +12months +12months.

Consultation

Station Views Team manager as well as the Landlords manager were both consulted as part of the process.

Equality screening

Equality characteristic	Impact Y/N	Describe Impact (if Yes)	Measures to address impact (if Yes)	Full EqIA needed Y/N
General	Y	If this support provision is not awarded, there would be a disproportionate impact on all protected characteristics. (Based on current figures) The majority of customers for Station View are likely to be older individuals with who may have additional support needs as a result of a disability. It is also likely that in addition to this, a number of residents will have one or more other	1. Equality and diversity was considered during the commissioning of the Agreement and included in the final service specification and will be included in the terms and conditions	N

Equality characteristic	Impact Y/N	Describe Impact (if Yes)	Measures to address impact (if Yes)	Full EqIA needed Y/N
		protected characteristics identified below.		
Age	Y	The majority of customers to date are aged over 55 years. However the service could potentially accept customers as young as 16 years of age.	2.The service specification identifies the support that individuals will receive on acceptance in to the service.	
Disability	Y	Customers may be older people and so there is likely to be an increased risk of a proportion of individuals having additional physical and/ or mental health due to the aging process.	3.The Service Specification details a requirement for ongoing staff training around care and support specific needs and highlights that provision is not just for older people.	
Gender reassignment	Y	There may be some customers, where because of this characteristic, they have faced additional challenges.	4.The specification has a clause that puts in place mechanisms for support for users in circumstances where they feel challenged and/or bullied because of a protected characteristic.	
Marriage or civil partnership	Y	Couples have a right to remain together	See Point 3 above. Station view has allocated provision for couples.	
Pregnancy or maternity	Y	A reduced risk given that this is a Care and Support service where a majority of customers likely to be older. However planning needs to acknowledge that this could occur and will require consideration.	5.The Specification does not cover this element, possibly due to a lower likelihood.	
Race	Y	Although numbers are not currently known, there will be some users who are from ethnic minority groups and have been supported successfully through the current provision	See point 1 above	

Equality characteristic	Impact Y/N	Describe Impact (if Yes)	Measures to address impact (if Yes)	Full EqIA needed Y/N
Religion or belief	Y	None known to the service	6. Service Specification highlights that customers shall be supported in a way that meals meet their ethnic/ cultural / social needs.	
Sex	Y	These are mixed provision services with available accommodation options for couples.	7. Service Specification instructs the provider to notify the council in the event that a customers sexual behaviour is deemed a risk to others.	
Sexual orientation	Y	There is likely to be a proportion of customers who identify as LGBTQ+	See point 4 above	
Rurality	Y	Removing the service would limit access to Local Authority work for people in rural areas.	See point 1 above	
Socio-economic status	Y	ECH services at Station View helps customers who may not have financial means to pay privately.	See point 1 above	
Armed-forces personnel/vetrans	N	Young People of armed forces personnel/veterans may be in this group of service users.	See point 1 above	