

Equality Impact Assessment Form

Name and brief description of proposal / policy / service being assessed

Hucknall House Short Breaks Service is currently commissioned by Nottingham City Council from Nottinghamshire Healthcare NHS Trust (the Healthcare Trust) to provide short breaks to families caring for adults with learning disabilities who have complex needs. Due to the high cost of the service and concerns about the limitations of the service in meeting future need, it is proposed that the service is decommissioned and suitable alternative provision is identified.

Information used to analyse the effects on equality

A review was undertaken of the service and consultation took place with affected parents and carers. Efforts were made to directly consult with the citizens affected, but due to their very limited communication, this has not been possible. See consultation summary attached.

	Could particularly benefit (X)	May adversely impact (X)	How different groups could be affected: Summary of impacts	Details of actions to reduce negative or increase positive impact (or why action not possible)
People from different ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	<p>The proposal to close Hucknall House is likely to have a short term negative implication for most current users and the service and their carers. The intention is to commission equivalent or better respite provision elsewhere.</p> <p>The impact relates to the disability of the service users. Most of the service users have very limited communication skills and many of those attending the unit are on the autistic spectrum. These factors mean that most service users will find any change difficult. They will not be able to understand the reasons for the change or be able to clearly communicate their feelings about it</p> <p>The unit is primarily attended by men with only one woman attending.</p>	<p>To undertake individualised assessments of all service users attending Hucknall House.</p> <p>To involve parents and carers at each stage of the process</p> <p>To appoint a named social worker to each family</p> <p>Social workers, Hucknall House staff and family and carers to work together to identify the most appropriate alternative accommodation. This will include cultural and gender requirements</p> <p>Parents and carers to visit potential respite options</p> <p>Where no appropriate provision is available, to procure accommodation in line with identified needs</p> <p>To utilise the year's notice period to allow transition to take place in a planned way</p>
Men, women (including maternity/pregnancy impact), transgender people	x <input type="checkbox"/>	x <input type="checkbox"/>		
Disabled people or carers	x <input type="checkbox"/>	x <input type="checkbox"/>		
People of different faiths/beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		
Older or younger people	<input type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/civil partnership, looked after children, cohesion/good relations, vulnerable children/adults)	<input type="checkbox"/>	<input type="checkbox"/>		

Outcome(s) of equality impact assessment:

No major change needed X Adjust the policy/proposal Adverse impact but continue Stop and remove the policy/proposal

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Arrangements for future monitoring of equality impact of this proposal / policy / service:

Transition arrangements will be monitored on a quarterly basis from the start of this process in October 2014 and equality considerations will form part of this process

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