

Equality Impact Assessment Form

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

Approval to proceed with the development of the Stepney Court Independent Scheme and the Strelley Road Joint Service Centre (JSC)

**Information used to analyse the effects on equality**

This project will affect both the Aspley and Bilborough wards, which are ranked 1<sup>st</sup> and 4<sup>th</sup> most deprived wards in the City. Consultation took place with residents, citizens and staff in January 2014, the outcome of which will be used to inform the development of the design and cost plan.

	<b>Could particularly benefit (X)</b>	<b>May adversely impact (X)</b>	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 checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This project will affect both the Aspley and Bilborough wards, which are ranked 1<sup>st</sup> and 4<sup>th</sup> most deprived wards in the City.</p> <p>Aspley's ethnic makeup has been becoming increasingly diverse over the last 10 years. In the 2001 census only 15% of the population were non-White British, by 2011 this had risen to 30%. There is now 10% of the population who are Black, 10% mixed and 4-5% who are Asian and Other White. The changes to the layout and the services to be delivered, through the provision of joint services could impact on BME communities. However the introduction of multi disciplined service advisors, who will be a representative workforce, will impact positively and will reduce any negative impact that may occur.</p> <p>Bilborough has a mixed population with over a quarter aged under 18 and almost 1 in 10 of its population aged over 75. The joint service centres flexible space which integrates housing</p>	<p>A staff, citizen and residents consultation commencing took place in January 2014. The outcome of which will work towards increasing the positive impact of the proposals. The consultation with citizens identified that 50% of those responding thought that the JSC was a good idea and 27% thought that the JSC was a fairly good idea.</p> <p>Staff and citizens will be encouraged to raise any concerns. Time will be set aside in team meetings and briefings to allow equality issues to be raised by staff and citizens to ensure that nobody is disadvantaged or discriminated against.</p> <p>Citizen involvement will be maximised through inclusion during the delivery and the operations</p>
Men, women (including maternity/pregnancy impact), transgender people	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
People from different faith groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		
Older or younger people	<input checked="" 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"/>		

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			<p>and the library will positively impact on the integration of the different age groups.</p> <p>In addition, Bilborough ward has the second highest percentage of properties managed by NCH in the City (38%). The updated space will also offer increased opening hours and this will impact positively on citizens accessing the services being delivered from the JSC.</p> <p>Statistics relating to these wards have been used to inform the needs analysis, which has help shape the model and create a design which will be responsive to citizen need and support the “Citizen First Agenda”</p> <p>The outcome of the analysis has identified that the proposals could particularly benefit the following groups:-</p> <ul style="list-style-type: none"> <li>• Disabled people or carers – the proposals for the scheme will include improvements to access of the building and its services through level access, induction loops etc</li> <li>• Older or younger people – the JSC will be located in an area of high footfall and will be easily accessed on foot or by a regular bus service. It is likely that the other partners will utilise the facility for meetings and events. The close location to the existing Broxtowe Children’s Centre will also add to the benefits of younger people. The Strelley Road JSC will allow a campus approach and will link up to a network of facilities within the area, such as the Children’s Centre, to ensure the right services are delivered in the right place at the right time.</li> </ul>	<p>phase. Citizen involvement will be embedded through the lifecycle of the JSC through citizen and employee feedback.</p> <p>A stakeholder group, representing all those who are to provide a service in the JSC, has been formed and this group will continue to provide information and feedback from its members.</p> <p>Delivery of the decommissioning process with tenants at Stepney Court is taking account of residents’ needs, including individual preferences regarding rehousing arrangements and the provision of new homes. To support the decommissioning process, financial assistance and support packages are in place which takes into account the diverse needs of residents, including any cultural preferences. Every resident is being offered the opportunity of a personal interview in their own home.</p> <p>Face to face consultation with existing Stepney Court residents is ongoing, supported by good quality information being made available in a variety of formats, to maximise involvement. In order to maintain community relationships, residents will be kept informed to ensure that all those expressing a desire to return to the new independent living</p>
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			<ul style="list-style-type: none"> <li>• The social Inclusion agenda that includes the inclusion of disabled citizens, carers and groups excluded due to education, skills, training, employment etc.</li> <li>• The proposal meets the Public Sector Equality Duty to advance equality of opportunity and to foster good relations between protected groups.</li> <li>• The proposal helps to eliminate discrimination and disadvantage in service provision</li> </ul>	<p>block are kept fully involved in all stages of the process.. This will guarantee high levels of customer satisfaction, enhance the positive impact of the new build for tenants, and ensure that resident's views are taken into account before all key decisions are made.</p> <p>Footfall will be monitored and necessary steps will be taken to ensure that the BME community is comfortable with accessing services without feeling threatened or intimidated.</p> <p>The facility would also have a coffee area, which provide a meet and greet area in which citizens from a mixed population would feel confident and comfortable to socialise and integrate.</p> <p>Previous Joint Service Centres would used to provide a lessons learnt template and address any equality issues that may have arisen.</p>
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**Outcome(s) of equality impact assessment:**

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

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

Consultation proposed for December 2013 and January 2014 will assist with this process. In addition to this it is proposed that a focus group be set up to allow citizens and staff to have an input on the proposals and have a positive impact on the project.

Approved by (manager signature): Hugh White

Date sent to equality team for publishing: 23<sup>rd</sup> May 2014