

## Equality Impact Assessment Form

[screeintip-sectionA](#)

### 1. Document Control

#### 1. Control Details

Title:	Fairhavens Service
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Department:	Children & Adults
Service Area:	Adult Social Care
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Strategic Budget EIA: Y/N	N
Exempt from publication Y/N	N

#### 2. Document Amendment Record

Version	Author	Date	Approved
V1	Claire Labdon-West	11/03/2019	

#### 3. Contributors/Reviewers

Name	Position	Date

#### 4. Glossary of Terms

Term	Description
Care Support and Enablement (CSE)	CSE services provide support to citizens with needs around their mental health, a learning disability or a physical disability. Support is flexible and the focus is on promoting a citizens independence.
Housing Related Support Services	Accommodation based services where support is commissioned by Nottingham City Council and is generally provided by the landlord.

#### [screentip-sectionB](#)

### 2. Assessment

#### 1. Brief description of proposal / policy / service being assessed

Fairhavens is a support service currently used by Adult Social Care to place citizens who require accommodation with low levels of support. Citizens have a tenancy for a room in shared house and then ASC fund Fairhavens to deliver support to residents.

The current support contract ends on 31<sup>st</sup> March 2019 and permission is being requested to extend this contract for a period of one year. During this time a review of NCC commissioned mental health services including Housing Related Support Services will consider what HRS services are required moving forward including low level need, such as is provided by Fairhavens. The new HRS services will go out for tender and Fairhavens, along with other providers, will then have the opportunity to bid for the new HRS services. It is however unlikely that the review will determine that a service in the model of the Fairhavens provision will be recommissioned

There is a risk that if a number of citizens are moved out of the accommodation then the service will no longer be financially viable for the provider. They have already stated that if their funding levels were to drop then they would be forced to serve notice on the citizens who live there, which would begin the process of ending their tenancies.

**[screentip-sectionC](#)**

**2. Information used to analyse the effects on equality:**

There is limited information currently available on the needs of the citizens who could be affected by this decision as reviews have not yet been completed. ASC have identified a resource to complete the reviews and they are currently being updated. This EIA will be updated once the outcome of the reviews are known

We know that 5 of the 11 residents are over the age of 55 and two of them are female. One of the residents has no recourse to public funds and at least two of the residents have a disability.

**3. Impacts and Actions:**

<b><u><a href="#">screentip-sectionD</a></u></b>	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>
People from different ethnic groups.	<input type="checkbox"/>	X
Men	<input type="checkbox"/>	X
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	X
Pregnancy/ Maternity	<input type="checkbox"/>	<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	<input type="checkbox"/>	X
Younger	<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"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p style="text-align: right;"><a href="#"><u>screeentip-sectionE</u></a></p> <p><b>How different groups could be affected</b> (Summary of impacts)</p>	<p style="text-align: right;"><a href="#"><u>screeentip-sectionF</u></a></p> <p><b>Details of actions to reduce negative or increase positive impact</b> (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p>The specific needs of the citizen group are not currently known so impacts cannot be fully measured or mitigated</p>	<p><b>1 Actions will need to be uploaded on Pentana.</b></p> <p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>Nottingham City Council would need to undertake to continue to deliver the service until a resolution is found.</p> <p>All citizens currently resident at Fairhavens are having reviews planned for them. These reviews are in the process of being timetabled and will be completed by the end of April 2019. This</p>

<p>Citizens could be required to leave their accommodation on an emergency basis which could lead to placements in less appropriate accommodation, such as placements in Bed and Breakfast accommodation or residential accommodation.</p>	<p>will allow ASC to identify their needs, wants and wishes in full and begin the process of identifying appropriate options for them.</p> <p>NCC are currently having regular meetings with the provider and will work with them on an exit plan should they decide to end the service before the end of the contract</p> <p>Citizens over the age of 55 will be considered for the new Extra Care service which is opening at Winwood Heights. If they are suitable they will be allocated a one bedroom apartment in the scheme when it opens in July 2019.</p> <p>A revised EIA will be produced once the reviews have been completed. This will be by the end of April 2019. This will ensure that the needs of the service users have been fully considered.</p> <p>If the provider wishes to withdraw from the contract then ASC will work to find alternative solutions for all citizens. The reviews will enable this to be completed in a planned manner, mitigating any potential risks to citizens which are identified.</p>
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**4. Outcome(s) of equality impact assessment:**

✓	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
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<input type="checkbox"/> Adverse impact but continue	<input type="checkbox"/> Stop and remove the policy/proposal
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**5. Arrangements for future monitoring of equality impact of this proposal / policy / service:**

**This EIA will be updated once the ASC reviews have taken place.**

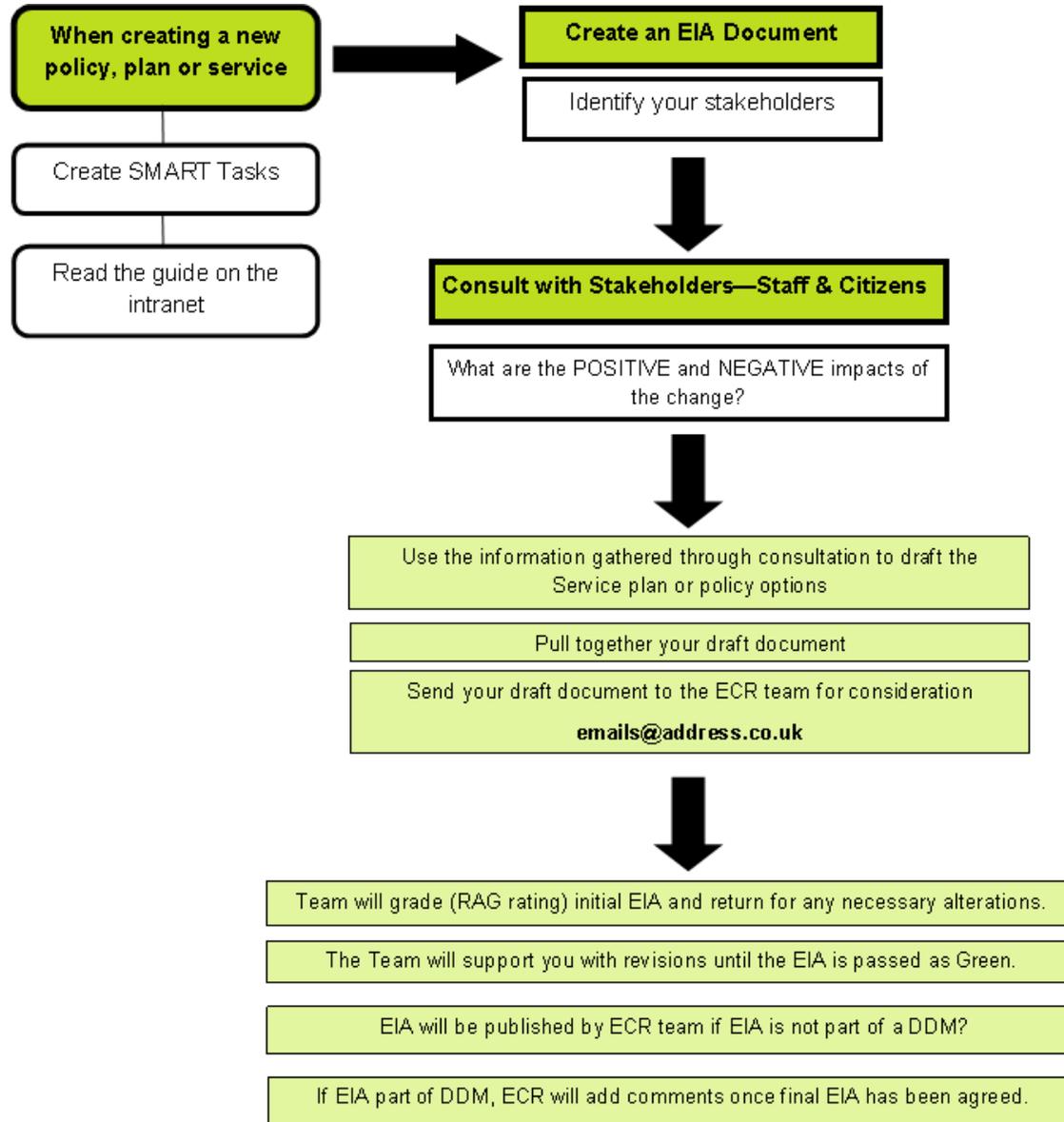
**6. Approved by (manager signature) and Date sent to equality team for publishing:**

<p><b>Approving Manager: Oliver Bolam</b>  <a href="mailto:oliver.bolam@nottinghamcity.gov.uk">oliver.bolam@nottinghamcity.gov.uk</a></p> <p>The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel &amp; email to allow citizen/stakeholder feedback on proposals.</p>	<p><b>Date sent for scrutiny: 12<sup>th</sup> March 2019</b>                  Send document or Link to:  <a href="mailto:equalityanddiversityteam@nottinghamcity.gov.uk">equalityanddiversityteam@nottinghamcity.gov.uk</a></p>
<p><b>SRO Approval:</b></p>	<p><b>Date of final approval:18/03/19 Adisa Djan</b></p>

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.





**KEY**  
EIA— Equality Impact Assessment  
ECR— Equality & Community Relations Team  
DDM—Delegated Decision Making