

## Draft - Equality Impact Assessment

An Equality Impact Assessment (EIA) stems from the general duty placed on public authorities to eliminate unlawful discrimination and is required to ensure that equality is placed at the centre of policy development and review, as well as service delivery. The purpose of this EIA is to analyse the likely impact of a service, policy or proposals on different community groups, and how the needs of such groups have been taken in to account in developing those proposals.

### Public Sector Equality Duty

The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions have due regard to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

1. Name of Policy or Service	
Extra Care Allocations Policy	
2. Responsible Officer	
Steven Metcalf	
3. Date EIA Completed	Review Date
October 2022	TBC
4. Description and aims of policy / service / practice	
<p>Sefton has a population that is living longer, and people tell us that a preference is to be able to remain in their own home, with the ability to access care and support if needed at some stage. For those who already have support needs, or whose health is declining and indicates that they may need more help in the coming years, extra care housing offers the option to meet these needs.</p> <p>Extra care housing is a specialist housing provision that combines accommodation with care and support services designed to offer safe, private, and secure accommodation.</p> <p>The aim of the policy is to ensure a clear and robust process is available to Sefton residents to enable us to promote independence and well-being; facilitate a balanced, vibrant, and sustainable community for residents with care and support needs within the</p>	

setting of extra care housing which will play a key role in preventing and avoiding admissions to residential care and hospitals and contribute to our preventative agenda.

This policy will cover all Extra Care Housing within Sefton. Additional Extra Care allocation guidelines for specific and individual Extra Care schemes may also be introduced, to ensure that the housing needs of people are most appropriately met under this policy.

The draft Extra Care Allocations Policy details the eligibility, process, and system for applying for Extra Care Housing in Sefton.

To Enable Extra Care Housing to fulfil and meet our needs a robust policy must be approved that ensures residents of Sefton are prioritised and have a clear and open process for applying.

The policy will also help to provide assurances to the Housing Providers of Extra Care accommodation and encourage future developments to further meet our needs.

The Council is at the start of its journey to provide around 1300 units of accommodation by 2036 with key housing partners being the vehicle to support this vision.

Consultation and engagement process will help to inform the outcome of the policy.

Currently there is no formal nomination's policy with either of the two existing extra care housing schemes within Sefton including: -

- Parkhaven, Maghull (24 Units)
- James Horigan Court, Netherton (71 Units)

A positive outcome will be putting a formal process in place for existing schemes to enable residents to access them.

By putting this policy in place prior to any new schemes opening within our borough should be seen as a positive in that it will assist residents, families, advocates, support agencies and other stakeholders in providing a clear and transparent process into extra care housing.

Continuous monitoring as per the policy will also enable us to ensure that future schemes are based on needs identified and build on good or bad practice either in the development and or allocation to schemes.

**5. Could there be any implications for a protected characteristic group (as defined by the Equality Act 2010) in this (or the development of) this policy/practice?**

The protected characteristics under the Equality Act 2010 are:

<b>Protected Characteristics</b>	<b>Impact</b>	<b>Comments</b>
Age	+	Extra care housing is recognised as a key factor in promoting health and wellbeing and supporting independent living. Extra Care Housing will be developed to targeting the need of older Sefton residents where a need is identified. Extra Care Housing will be allocated based on the criteria and process set within the policy. Extra Care Housing is primarily built for older residents typically 55+ thus impacting positively for this cohort.
Disability	+	The aim of the accommodation is to promote independence and well-being for older people with physical and learning/metal disabilities. The allocations policy will therefore facilitate the allocation of accommodation to these cohorts and have a positive impact.
Gender Reassignment	O	No differential impact identified
Marriage / Civil Partnership	+	Supports this cohort to remain together as opposed to other accommodation that may segregate couples based on their sexual orientation
Pregnancy / Maternity	O	No differential impact identified
Race	O	No differential impact identified
Religion or Belief	O	No differential impact identified
Sex	O	No differential impact identified
Sexual Orientation	O	No differential impact identified

**Key Impact**

- + Positive
- O Neutral / Negligible
- Negative
- P Potential Issue

## **6. What research / data / information have you used to support this process?**

Research / data / information used to support the proposal to provide Council housing includes the Sefton Local Plan, Strategic Housing Market Assessment, ONS data, Census data, Property Pool Plus data and empty property data.

## **7. Consultation**

The Council is at the start of its proposals to deliver new Extra Care Housing in Sefton.

However, a range of strategies already in place support the deliver of new extra care housing across the borough with significant consultation undertaken for all including: -

- Sefton 2030 Vision and Core Purpose
- Adult Social Care Market Position Statement 2021
- Strategic Housing Market Assessment 2019
- Sefton Older People's Strategy 2019 - 2024
- Sefton Health and Wellbeing Strategy 2020 - 2025
- Sefton's Housing Strategy 2016 and 2022

Consultation has also taken place with Sefton Partnership for Older Citizens (PSOC), SPOC local forums, Health Partners, Parent Carer Forum, Transforming Care Partnership Board, Local Registered Providers of Housing, the Combined Authority and Homes England.

## **8. What are the potential implications or barriers?**

No implications or barriers have been identified at this time.

## **9. Evidence of addressing barriers and meeting public duties**

As Sefton Council develops its plans, policies, procedures, and services relating to Extra Care Housing, this EIA will be reviewed and updated accordingly. Further EIA's will also be undertaken and introduced when required.

Monitoring of ongoing consultations will also inform the EIA assessment.

## **10. Outline any changes to be made to policy/practice because of this assessment**

No changes have been made at this stage. As the Council continues with its work to deliver new Extra Care Housing, policies and practices will be developed. As policies and practices are developed, they will undergo Equality Impact Assessments to identify any potential impacts on each protected characteristics under the Equality Act 2010.

**11. Progress update on actions required for the named policy/practice**

An initial EIA has been undertaken and no negative impacts have been identified. The EIA will be updated in 12-months time or sooner if found to be required.

**12. Is a Full Equality Impact Assessment and Equality Action Plan required?**

No. A Full Equality Impact Assessment and Equality Action Plan is not required at this time. No negative impacts have been identified. Requirement for an action plan will be reconsidered at the point of review.