















Author of report – Kathy Clark Assistant Director – Health and Adult Services and  
Dale Owens Assistant Director – Health and Adult Services

Presenter of report – Richard Webb Corporate Director – Health and Adult Services



The public are excluded from Appendix A on the grounds that it contains exempt information as defined in paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended by the Local Government (Access to Information)(Variation) Order 2006.



North

Yorkshire County Council

## Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated May 2015)

### *Bedale Extra Care Development*

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email [communications@northyorks.gov.uk](mailto:communications@northyorks.gov.uk).

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔



**Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.**

Name of Directorate and Service Area	Health and Adult Services, Provider Services
Lead Officer and contact details	Mike Bedford – Commissioning Manager Accommodation
Names and roles of other people involved in carrying out the EIA	Dale Owens – Assistant Director for Care and Support
How will you pay due regard? e.g. working group, individual officer	Consultation with users of service, relatives and carers and staff.
When did the due regard process start?	August 2018

**Section 1. Please describe briefly what this EIA is about.** (E.g. are you starting a new service, changing how you do something, stopping doing something?)

This EIA considers the implications of developing an Extra Care Housing Scheme in Bedale, North Yorkshire.

Between 2003 and 2018, the Council will have supported the construction of twenty two specialist Extra care housing developments providing 1111 apartments and bungalows. The Care and Support Where I Live Strategy details how the Council will build on this to deliver further schemes in identified locations of need across North Yorkshire.

It is not the intention of the Council that a single 'model' of scheme design be developed, but that each scheme is developed in response to local circumstances and requirements, to provide a diversity of accommodation across the County.

The Council does not intend to suggest that Extra care housing and other accommodation with support options are a panacea for the needs of people who need support. Some people's support needs will continue to be met in permanent residential and nursing care placements where this is appropriate.

Where the Council proposes to replace in house residential schemes with Extra Care then further EIA's will be developed that are related to the decision required and its impact at that time.

**Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it?** (E.g. to save money, meet increased demand, do things in a better way.)

- In increase the utilisation across existing services and provide best value for service provision.
- To ensure that service delivery is of modern standards and in line with the Care and Support Where I Live Strategy
- To deliver savings and efficiency to meet corporate targets set in the HAS 2020 plan
- To Improve the service offer to people in the locality

**Section 3. What will change? What will be different for customers and/or staff?**

The development of Extra Care increases choice for residents living in the local community by increasing the range of housing, care and support options available to them

The introduction of Extra Care allows people to remain in their locality that have social care needs where other provision may not be available.

**Section 4. Involvement and consultation**

The Council held Professional and Community Stakeholder Engagement Events in June 2017 to give these stakeholders the opportunity to review the demand data and give their views on proposals to develop an extra care scheme in Bedale.

Stakeholders were also asked for their views on the sort of services and facilities that could potentially be included in a scheme.

Full period of consultation will be held by the provider at planning stage with the wider community.

**Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?**

The introduction of Extra Care may provide the Council with the opportunity to reduce costs in relation to the provision of care and support by enabling people to remain living in their own homes for longer periods.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc. (see Appendix 1)
Age		✓		Improve access to housing with care and support predominantly for older people in Bedale.
Disability		✓		Accessibility to purpose build accommodation that is fully accessible with ensuite accommodation should reduce the need for the use of hoisting equipment and provide an improved experience for the individual.
Sex (Gender)	✓			A higher proportion of older female residents typically occupy Extra Care Housing Schemes in line with national demography.

Race	✓			No issues raised or identified from the engagement process
Gender reassignment	✓			No issues raised or identified from the engagement process
Sexual orientation	✓			No issues raised or identified from the engagement process
Religion or belief	✓			No issues raised or identified from the engagement process
Pregnancy or maternity	✓			No issues raised or identified from the engagement process
Marriage or civil partnership	✓			No issues raised or identified from the engagement process

<b>Section 7. How will this proposal affect people who...</b>	<b>No impact</b>	<b>Make things better</b>	<b>Make things worse</b>	<b>Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.</b>
..live in a rural area?		✓		This would provide additional housing with care and employment opportunities in a rural area.
...have a low income?	✓			Affordable units are included within the scheme to enable all people to access services there.

<p><b>Section 8. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.</b></p> <p>There is a potential that older women aged 65+ may be impacted more due to the demographic breakdown of existing people within Extra Care</p>
---

<p><b>Section 9. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)</b></p>	<b>Tick option chosen</b>
<p><b>1. No adverse impact - no major change needed to the proposal.</b> There is no potential for discrimination or adverse impact identified.</p>	✓
<p><b>2. Adverse impact - adjust the proposal -</b> The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.</p>	

<p><b>3. Adverse impact - continue the proposal</b> - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)</p>	
<p><b>4. Actual or potential unlawful discrimination - stop and remove the proposal</b> – The EIA identifies actual or potential unlawful discrimination. It must be stopped.</p>	
<p><b>Explanation of why option has been chosen.</b> (Include any advice given by Legal Services.)</p> <p>Although we have highlighted those groups at greater risk of impact we believe that following the planning consultation any additional needs that are identified will be incorporated into the design of the scheme.</p>	

**Section 10. If the proposal is to be implemented how will you find out how it is really affecting people?** (How will you monitor and review the changes?)

- Management liaison meetings are held with the provider of the scheme on a monthly basis from occupancy to monitor any issues within the scheme

**Section 11. Action plan.** List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements

**Section 12. Summary** Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The EIA considers the impact of the development of Extra Care within the locality on people who may be eligible for social care services.

We believe in the development of Extra Care will have a positive impact on the local community allow people to remain living within their own homes for longer when they require social support.

**Section 13. Sign off section**

This full EIA was completed by:

**Name:** Mike Bedford  
**Job title:** Commissioning Manager  
**Directorate:** Health and Adult Services

**Signature:**

**Completion date:** 23 August 2018

**Authorised by relevant Assistant Director (signature):**

**Date:** 23 August 2018

## Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated May 2015)

### *Filey Extra Care Development*

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email [communications@northyorks.gov.uk](mailto:communications@northyorks.gov.uk).

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھیے۔



Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Health and Adult Services, Provider Services
Lead Officer and contact details	Mike Bedford – Commissioning Manager Accommodation
Names and roles of other people involved in carrying out the EIA	Dale Owens – Assistant Director for Care and Support
How will you pay due regard? e.g. working group, individual officer	Consultation with users of service, relatives and carers and staff.
When did the due regard process start?	August 2018



**Section 1. Please describe briefly what this EIA is about.** (E.g. are you starting a new service, changing how you do something, stopping doing something?)

This EIA considers the implications of developing an Extra Care Housing Scheme in Filey, North Yorkshire.

Between 2003 and 2018, the Council will have supported the construction of twenty two specialist Extra care housing developments providing 1111 apartments and bungalows. The Care and Support Where I Live Strategy details how the Council will build on this to deliver further schemes in identified locations of need across North Yorkshire.

It is not the intention of the Council that a single 'model' of scheme design be developed, but that each scheme is developed in response to local circumstances and requirements, to provide a diversity of accommodation across the County.

The Council does not intend to suggest that Extra care housing and other accommodation with support options are a panacea for the needs of people who need support. Some people's support needs will continue to be met in permanent residential and nursing care placements where this is appropriate.

Where the Council proposes to replace in house residential schemes with Extra Care then further EIA's will be developed that are related to the decision required and its impact at that time.

**Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it?** (E.g. to save money, meet increased demand, do things in a better way.)

- In increase the utilisation across existing services and provide best value for service provision.
- To ensure that service delivery is of modern standards and in line with the Care and Support Where I Live Strategy
- To deliver savings and efficiency to meet corporate targets set in the HAS 2020 plan
- To Improve the service offer to people in the locality

**Section 3. What will change? What will be different for customers and/or staff?**

The development of Extra Care increases choice for residents living in the local community by increasing the range of housing, care and support options available to them

The introduction of Extra Care allows people to remain in their locality that have social care needs where other provision may not be available.

**Section 4. Involvement and consultation**

The Council held Professional and Community Stakeholder Engagement Events in June 2017 to give these stakeholders the opportunity to review the demand data and give their views on proposals to develop an extra care scheme in Filey.

Stakeholders were also asked for their views on the sort of services and facilities that could potentially be included in a scheme.

Full period of consultation will be held by the provider at planning stage with the wider community.

**Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?**

The introduction of Extra Care may provide the Council with the opportunity to reduce costs in relation to the provision of care and support by enabling people to remain living in their own homes for longer periods.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc. (see Appendix 1)
Age		✓		Improve access to housing with care and support predominantly for older people in Filey.
Disability		✓		Accessibility to purpose build accommodation that is fully accessible with ensuite accommodation should reduce the need for the use of hoisting equipment and provide an improved experience for the individual.
Sex (Gender)	✓			A higher proportion of older female residents typically occupy Extra Care Housing Schemes in line with national demography.

Race	✓			No issues raised or identified from the engagement process
Gender reassignment	✓			No issues raised or identified from the engagement process
Sexual orientation	✓			No issues raised or identified from the engagement process
Religion or belief	✓			No issues raised or identified from the engagement process
Pregnancy or maternity	✓			No issues raised or identified from the engagement process
Marriage or civil partnership	✓			No issues raised or identified from the engagement process

<b>Section 7. How will this proposal affect people who...</b>	<b>No impact</b>	<b>Make things better</b>	<b>Make things worse</b>	<b>Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.</b>
..live in a rural area?		✓		This would provide additional housing with care and employment opportunities in a rural area.
...have a low income?	✓			Affordable units are included within the scheme to enable all people to access services there.

<p><b>Section 8. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.</b></p> <p>There is a potential that older women aged 65+ may be impacted more due to the demographic breakdown of existing people within Extra Care</p>
---

<p><b>Section 9. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)</b></p>	<b>Tick option chosen</b>
<p><b>1. No adverse impact - no major change needed to the proposal.</b> There is no potential for discrimination or adverse impact identified.</p>	✓
<p><b>2. Adverse impact - adjust the proposal -</b> The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.</p>	

<p><b>3. Adverse impact - continue the proposal</b> - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)</p>	
<p><b>4. Actual or potential unlawful discrimination - stop and remove the proposal</b> – The EIA identifies actual or potential unlawful discrimination. It must be stopped.</p>	
<p><b>Explanation of why option has been chosen.</b> (Include any advice given by Legal Services.)</p> <p>Although we have highlighted those groups at greater risk of impact we believe that following the planning consultation any additional needs that are identified will be incorporated into the design of the scheme.</p>	

**Section 10. If the proposal is to be implemented how will you find out how it is really affecting people?** (How will you monitor and review the changes?)

- Management liaison meetings are held with the provider of the scheme on a monthly basis from occupancy to monitor any issues within the scheme

**Section 11. Action plan.** List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements

**Section 12. Summary** Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The EIA considers the impact of the development of Extra Care within the locality on people who may be eligible for social care services.

We believe in the development of Extra Care will have a positive impact on the local community allow people to remain living within their own homes for longer when they require social support.

**Section 13. Sign off section**

This full EIA was completed by:

**Name:** Mike Bedford

**Job title:** Commissioning Manager  
**Directorate:** Health and Adult Services

**Signature:**

**Completion date:** 23 August 2018

**Authorised by relevant Assistant Director (signature):**

**Date:** 23 August 2018