

Living Well: Homes for Norfolk

Equality Assessment: Findings and Recommendations

July 2018

**Sera Hall, Director of Commissioning
Adult Social Care**

This assessment helps you to consider the impact of service changes on people with protected characteristics. You can update this assessment at any time so that it informs ongoing service planning and commissioning.

For help or more information please contact Neil Howard, Equality & Accessibility Officer, email neil.howard@norfolk.gov.uk, Tel: 01603 224196

Contents

		Page
1.	The purpose of an equality assessment	3
2.	The legal context	3
3.	The assessment process	3
4.	The proposal	3
5.	Who is affected by this proposal	4
6.	Potential impact	
7.	Accessibility considerations	
8.	Recommended/mitigating actions	
9.	Evidence used to inform this assessment	
10.	Further information and contact details	

The purpose of an equality assessment

1. The purpose of an equality assessment is to enable decision-makers to consider the impact of a proposal on different individuals and communities prior to the decision being made. Mitigating actions can then be developed if adverse impact is identified.

The Legal context

2. Public authorities have a duty under the Equality Act 2010 to consider the implications of proposals on people with protected characteristics. The Act states that public bodies must pay due regard to the need to:
 - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act¹;
 - Advance equality of opportunity between people who share a relevant protected characteristic² and people who do not share it³;
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it⁴.
3. The full Act is available [here](#).

The assessment process

4. This assessment comprises two phases:
 - **Phase 1** – evidence is gathered on the proposal – looking at the people who might be affected, the findings of related assessments and public consultation, contextual information about local areas and populations and other relevant data. Where appropriate, engagement with residents, service users and stakeholders takes place, to better understand any issues that must be taken into account.
 - **Phase 2** – the results are analysed. If the assessment indicates that the proposal may impact adversely on people with protected characteristics, mitigating actions are identified.
5. When completed, the findings are provided to decision-makers, to enable any issues to be taken into account before a decision is made.

The proposal

6. Living Well – Homes for Norfolk once agreed by Committee sets out an ambitious programme of work to increase and accelerate the development of Extra Care Homes across the county.

Extra Care Housing is a type of accommodation available to people over the age of 55 who find that their current accommodation no longer suits their needs and would benefit from having care delivered on site, and the extra peace of mind from having cover for any unplanned care element also on site and available 24/7. Extra Care Housing is not a residential care home nor is it sheltered housing. The provision of

unplanned care on site and the fact that residents live in their own flat, with their own front door means that it sits somewhere between the two, allowing residents to maintain their own independence with on-site care provision.

The purpose of the project is to accelerate and promote development of this type of housing in Norfolk. Analysis of demand has demonstrated that there is approximately 2,800 units needed by 2028 and the project would aim to meet this demand.

Who is affected?

7. The proposal will affect adults, children and staff with the following protected characteristics:

People of all ages	No
A specific age group (please state if so): Over 55's	Yes
Disability (all disabilities and long-term health conditions)	No
Gender reassignment (e.g. people who identify as transgender)	No
Marriage/civil partnerships	No
Pregnancy & Maternity	No
Race (different ethnic groups, including Gypsies and Travellers)	No
Religion/belief (different faiths, including people with no religion or belief)	No
Sex (i.e. men/women/intersex)	No
Sexual orientation (e.g. lesbian, gay and bisexual people)	No

Analysis of the people affected

8. By 2028 there will be approximately 261,000 people aged over 65. The analysis of need suggests that 3,540 of these will require and benefit from Extra Care Housing. In addition to age, within this projected group it can be expected that a range of protected characteristics will fall, including sexual orientation, disability, marital status, religious beliefs and multiple ethnic backgrounds.

This will vary by district and ultimately by site.

District	Population estimate (over 65)	Prevalence of need*	Minus existing supply	Unmet need 2028
Breckland	42,000	572	54	518
Broadland	39,600	548	70	478
Great Yarmouth	28,100	375	65	310
King's Lynn & West Norfolk	46,600	622	70	552
North Norfolk	40,200	556	70	486

Norwich	24,300	318	180	138
South Norfolk	40,200	549	189	360
Total	261,000	3540	698	2842

Potential impact

9. The current provision of extra care housing across the county is low compared to projected need. This project aims to increase the numbers of units across the county, matching the demand in each district. The increase in provision of Extra Care Housing also contributes to statutory requirements placed on local authorities in relation to the provision of housing and care.

The position statement has already set out that accommodation must be suitable for to accommodate those living with disabilities, have provision for married couples (whatever their sexual orientation) and by law be accessible to all. The provider must have due regard for ethnic, sexual and religious differences. The project will also set out minimum design requirements for build in relation to accessibility and supporting independent living (provision of equipment/ technology).

Eligibility for tenancy on each site where Norfolk County Council retains nomination rights will be based on care needs. A person must agree to the accommodation being suitable for them and to put themselves forward for tenancy.

The tenure mix, i.e. whether the flat is bought or rented, will be site specific. An EqIA will be produced for each site that is brought forward.

The programme cannot yet plan or predict in which locations scheme will be brought forward first and it will be an ongoing managed risk to ensure that development is consistent across the county, and where there are districts with no schemes in the pipeline to work across partners to unlock the barriers to schemes being developed.

Accessibility considerations

Describe here how accessibility will be incorporated into the proposal.

10. Accessibility is a priority for Norfolk County Council.

The project has also set out minimum design requirements for build in relation to accessibility and supporting independent living (provision of equipment/ technology).

It is also expected that all units will adhere to the 16 Life Time Homes Criteria.

Recommended actions

11. If your assessment has identified any adverse impact, set out here any actions that will help to mitigate it.

	Action	Lead	Date
1.	Ensuring that all units developed meet lifetime homes criteria, the expected equipment and technology provision and are accessible to all (within the care banding criteria).	Sera Hall	On going
2.	Ensuring that demand across the county is met, on a district by district basis.	Sera Hall	On going.

Evidence used to inform this assessment

- Equality Act 2010
- Public Sector Equality Duty
- Norfolk County Council Extra Care Strategy 2018

Further information

12. For further information about this equality impact assessment please contact Sera Hall (Sera.Hall@norfolk.gov.uk).



If you need this document in large print, audio, Braille, alternative format or in a different language please contact Neil Howard on neil.howard@norfolk.gov.uk or 01603 224 196(Textphone).

¹ Prohibited conduct:

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have, or because they associate with someone who has a protected characteristic.

Indirect discrimination occurs when a condition, rule, policy or practice in your organisation that applies to everyone disadvantages people who share a protected characteristic.

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

2 The protected characteristics are:

Age – e.g. a person belonging to a particular age or a range of ages (for example 18 to 30 year olds).

Disability - a person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - the process of transitioning from one gender to another.

Marriage and civil partnership

Pregnancy and maternity

Race - refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism).

Sex - a man or a woman.

Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

3 The Act specifies that having due regard to the need to advance equality of opportunity might mean:

- Removing or minimizing disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic;
- Taking steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of others;
- Encouraging people who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.

4 Having due regard to the need to foster good relations between people and communities involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.