

# Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
  - Factsheet 1: Equality Profile of the Epping Forest District
  - Factsheet 2: Sources of information about equality protected characteristics
  - Factsheet 3: Glossary of equality related terms
  - Factsheet 4: Common misunderstandings about the Equality Duty
  - Factsheet 5: Frequently asked questions
  - Factsheet 6: Reporting equality analysis to a committee or other decision making body

## Section 1: Identifying details

Your function, service area and team: **Older People's Services**

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: **N/A**

Title of policy or decision: **Telecare Provision**

Officer completing the EqlA: **Jennifer Gould** Tel: **01992 564073** Email: **jgould@eppingforestdc.gov.uk**

Date of completing the assessment: **13<sup>th</sup> May 2020**

## Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? <b>Yes</b>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p><b>To mitigate the financial and operational risk posed to EFDC as a result of Essex County Council's commissioning of a County-wide telehealth service.</b></p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p><b>To cease EFDC's delivery of a telecare service to private residents in the District.</b></p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> <p>Will the policy or decision influence how organisations operate?</p> <p><b>The decision affects 2.7 FTE members of the Older People's Team and c1,300 telecare users living in private dwellings across the District.</b></p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p><b>No</b></p>
2.5	Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?

**EFDC works in partnership with Essex County Council to ensure a joined up, comprehensive telehealth offer with the aim of being best in class. EFDC's decision not to compete with the more technologically advanced and comprehensive offer afforded by ECC's County-wide tender works towards getting the best outcomes for District residents.**

### **Section 3: Evidence/data about the user population and consultation<sup>1</sup>**

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p><b>The group impacted are c1,300 older people living in private dwellings in the District with a degree of a social care need.</b></p> <table border="1" data-bbox="295 891 1500 1200"> <thead> <tr> <th>Age</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>40-49</td> <td>16</td> <td>0.7%</td> </tr> <tr> <td>50-59</td> <td>47</td> <td>2%</td> </tr> <tr> <td>60-69</td> <td>209</td> <td>8.9%</td> </tr> <tr> <td>70-79</td> <td>507</td> <td>21.6%</td> </tr> <tr> <td>80-89</td> <td>783</td> <td>33.3%</td> </tr> <tr> <td>90-99</td> <td>447</td> <td>19%</td> </tr> <tr> <td>100+</td> <td>9</td> <td>0.4%</td> </tr> </tbody> </table> <table border="1" data-bbox="295 1236 702 1384"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>39%</td> </tr> <tr> <td>Female</td> <td>61%</td> </tr> </tbody> </table> <p>66.4% users have a medical condition/disability</p>	Age	No.	%	40-49	16	0.7%	50-59	47	2%	60-69	209	8.9%	70-79	507	21.6%	80-89	783	33.3%	90-99	447	19%	100+	9	0.4%	Gender	%	Male	39%	Female	61%
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3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p><b>Consultation has been undertaken with the Portfolio Holder.</b></p>																														
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p><b>EFDC are currently supported by ECC to provide telecare across the District. This support will cease following the implementation of a new County-wide contract. EFDC is not in a position to compete with ECC's offer which is likely</b></p>																														

<p><b>to use smarter technology and provide better value for money for residents. Current EFDC telecare users will be supported through a transition and there will be tapering of EFDC's service to ensure that users do not experience a gap in provision which could affect their safety, health and wellbeing and their ability to live independently.</b></p>
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## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Age	Neutral – groups affected will be supported to ensure there is no gap in service provision that could have a detrimental impact.	L
Disability	Neutral – groups affected will be supported to ensure there is no gap in service provision that could have a detrimental impact.	L
Gender	Neutral – groups affected will be supported to ensure there is no gap in service provision that could have a detrimental impact.	L
Gender reassignment	N/A	
Marriage/civil partnership	N/A	
Pregnancy/maternity	N/A	
Race	N/A	
Religion/belief	N/A	
Sexual orientation	N/A	

## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No X	
		Yes	If ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.

**Section 6: Action plan to address and monitor adverse impacts**

<b>What are the potential adverse impacts?</b>	<b>What are the mitigating actions?</b>	<b>Date they will be achieved.</b>

**Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: Jennifer Gould

Date: 22<sup>nd</sup> May 2020

Signature of person completing the EqIA: Jennifer Gould

Date: 22<sup>nd</sup> May 2020

**Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.