

Appendix 4b.

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: The Future of Oaktrees Extra Care Scheme (Stag Willow)	
Date of Equality Analysis (EA): 11 th August 2023	
Directorate: Adult Care, Housing and Public Health	Service area: Adult Care
Lead Manager: Julie Moore	Contact number: 07900 165605
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	Organisation	Role (eg service user, managers, service specialist)
Julie Moore	RMBC	Head of Service – Provider Services Adult Care, Housing and Public Health
Donna Wilkinson	RMBC	Operations Manager – Provider Services Adult Care, Housing and Public Health
Kirsty Littlewood	RMBC	Assistant Director, Adult Care & Integration

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance
<p>Aim/Scope (who the Policy/Service affects and intended outcomes if known)</p> <p>The recommendations within this cabinet report will only directly impact current tenants of Oaktrees (Stag Willow) Extracare Scheme. These key stakeholders are people who are currently accessing the offsite wrap around care and support service which will remain in place as a delivery model.</p> <p>Following the closure of the resource centre, the service will continue to support tenants to access other activities and opportunities in the community and at nearby Bakersfield Court</p>
<p>What equality information is available? (Include any engagement undertaken)</p> <p>There are 22 tenants who live at the Oaktrees site. They are all aged 55+</p> <p>Communication, engagement and public meetings have been held with all tenants to understand their current support needs.</p>
<p>The services are available to all who have an assessed need regardless of the Protected Characteristics.</p> <p>Data in relation to Gender Reassignment, Pregnancy and Maternity and Sexual Orientation have not been captured</p>
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <ul style="list-style-type: none"> • Tenant satisfaction surveys • Regular engagement sessions • Regular updates and communications

<ul style="list-style-type: none"> Support referrals to Adult Care and other organisations regarding any changes in need and circumstance 	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	Public meetings August 2022, January 2023, August 2023 Tenant surveys Letters 2021,22,23 Activities arranged at nearby Bakersfield Court
Engagement undertaken with staff (date and group(s) consulted and key findings)	Staff groups consulted in 2020 when the service base relocated to Bakersfield Court Staff meetings and regular updates regarding the future of the scheme

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)
How does the Policy/Service meet the needs of different communities and groups? The current service model is inclusive of all communities and groups and the recommendations in this report are that this will remain the same
Does your Policy/Service present any problems or barriers to communities or Groups? No
Does the Service/Policy provide any positive impact/s including improvements or remove barriers? Continuation of support for those who need this, and promotion of activities and events to ensure social inclusion
What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another) There is no change to the current situation

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: The Future of Oaktrees Extra Care Scheme (Stag Willow)
Directorate and service area: Adult Care, Housing and Public Health
Lead Manager: Julie Moore – Head of Service, Adult Care Provider Services
Summary of findings:
<p>The recommendations within this cabinet report will only directly impact current tenants of Oaktrees (Stag Willow) Extracare Scheme. These key stakeholders are people who are currently accessing the offsite wrap around care and support service which will remain in place as a delivery model.</p> <p>Following the closure of the resource centre, the service will continue to support tenants to access other activities and opportunities in the community and at nearby Bakersfield Court.</p> <p>Thorough communication and engagement has taken place and will continue.</p> <p>The current service model is inclusive of all communities and groups and the recommendations in this report are that this will remain the same</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Final pre cabinet engagement session	All	23.08.23
Report taken to Council Cabinet	All	19.09.23
Recommendations of cabinet report implemented	All	01.10.23
The services continue to be available to all who have an assessed need regardless of the Protected Characteristics.	All	01.10.23

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Ian Spicer	Strategic Director	14.08.22
Cllr David Roche	Cabinet Member	14.08.22

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	11.08.23
Report title and date	The Future of Oaktrees Extra Care Scheme (Stag Willow)
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	