

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Frances Murray-Smith
Directorate:	Adult Social Care
Date of Completion:	8 June 2017

Name of Policy/Strategy/Service/Function Proposal

Extra Care Outline Business Case and Extra Care Housing Strategy

The Aims, Objectives and Expected Outcomes:

Extra care housing is a housing model specifically aimed at providing housing, with care and support, to older people. It offers security of tenure, a well-designed property, equipped with assistive technology and telecare systems, and the ability for individuals to access on-site care and support around the clock.

The Outline Business Case is proposing that there will be mixed tenure extra care schemes to include outright sale, shared ownership, market rent and social rent. There will be larger developments as well as smaller, specialist schemes that cater for older people with specific health needs. Within extra care housing schemes will a restaurant/café, health clinics and other services to promote healthy lifestyles and combat social isolation.

We aim for this type of housing to be for the following groups of people:

- Aged 45 years or over with a learning disability
- Aged 55 years or over

If people need financial help, from the Isle of Wight Council (IWC), to pay for rent or care and support packages they will need to be:

- Aged 45 years or over with a learning disability
- Aged 55 years or over with a disability and a care and support need
- Aged 65 years or over with a care and support need

The Strategic Housing Market Assessment (SMHA) produced in 2014 identified that the Island is expected to see a substantial increase in the older person population with the total number of people aged 55 and over expected to increase by 40% over 25 years from 2011. The over 55 population is expected to rise to 47% of the Island population by 2030.

Independent Island Living (IIL) is the name we have given to extra care housing on the Island. The name reflects our Island status, how extra care housing helps older people to retain their independence for longer and the fact that this type of housing offers people the ability to maximise opportunities to help them live their life in the way they want to.

The Outline Business Case has strong links to a number of Island-wide strategies and plans. It will help meet objectives set out in the following:

- IWC - Corporate Plan 2015 – 2017:
- IWC - Care 'Care Close to Home' Strategy
- IWC - The Housing Framework: My Life, My Home
- IWC - Economic Strategy 2008 – 2020
- The My Life a Full Life Vanguard programme.
- Hampshire and the IOW Health and Care System Sustainability Transformation Plan
- Isle of Wight Clinical Commissioning Strategy 2014 – 2019
- IWC - Island Plan Core Strategy, March 2012

The Outline Business Case details our approach to increasing the pace, quantity and quality of Independent Island Living. It sets out our expectations of developers, housing and care providers with regard to the number of units required per year, accommodation and site requirements, eligibility and nomination routes, tenure types, commissioning approach, finance model and care model.

The expected outcomes are:

- 1287 Independent Island Living homes by 2030.
- Developments will be 37% in the West and Central Wight, 30% in the South Wight and 33% in the North East Wight.
- 143 units per year starting in 2019/20 over 9 years.
- Tenure split will be 40% affordable rent, 30% shared ownership and 30% ownership.
- At least 5% of new build will be category 3 wheelchair user dwellings.
- Developments will range from 40 units up to 100 units per scheme.
- Reduction in the number of people placed in residential care
- Reduction in the number of delayed transfers of care from hospital
- Reduction in the number of people admitted to hospital
- Increased independence for vulnerable, older adults
- Increased number of family sized accommodation in the social rented sector and open market.
- Improved health and wellbeing across communities accessing the services at the Independent Island Living schemes.

- This is a new strategy for the Isle of Wight Council.

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes – people are unique with individual care and support requirements.
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes – we expect to see a reduction in the number of admissions to residential care, an increase in the number of people accessing Wightcare’s services for assistive technology and an increase in the number of Direct Payments.
Will the proposal have a significant effect on how other organisations operate?	Yes – we expect to see a decline in the number of placements in residential care homes, a potential increase in the need for domiciliary care workers and the introduction of new housing providers on the Island.
Does the proposal involve a significant commitment of resources?	Yes – approximately £23m of capital
Does the proposal relate to an area where there are known inequalities?	Yes

If you answer **Yes** to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.

If you answer **No** to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			<p>Currently, we have 12 nursing homes and 76 residential care homes. We estimate there are just over 1,000 properties, across the Island, available for elderly people. This includes 20 sheltered schemes run by Registered Providers, 9 Abbeyfield Homes and 18 leasehold schemes for older people. We only have 5 flats that meet the description of extra care housing across the Island.</p> <p>Adult Social Care spent 59% of its budget on residential care in 2016/17. The Isle of Wight Council permanently admitted 21.2% more people aged 65 and over into residential and nursing care compared to the comparator group and 11.3% more than the national average¹. One reason for these high figures is the lack of alternative accommodation where people can remain at home with the right level of care and support to aid and promote good health and independence.</p> <p>Public Health report that 80% of hospital bed days at St Mary's Hospital are used by patients over the age of 65; and 50% of bed days are used by patients over 80 years old². The provision of this type of housing will help people to better manage their health from their homes. We expect new build Independent Island Living schemes to be integrated with communities and preferably close to locality hubs. This will help to reduce admissions to hospital and the numbers of delayed transfer of care. We also expect primary care nurses and GP's to pro-actively visit schemes which will reduce the numbers of people attending GP surgeries.</p>

¹ NHS Digital (2015 – 2016), Adult Social Care Outcomes Framework, Isle of Wight Council

² Public Health (2015), Shaping an Older Person's Strategy Workshop 2015

			<p>We also expect to see Registered Providers and other charitable organisations to deliver services at Independent Island Living schemes that encourage co-production, community participation, well-being and training initiatives to show their commitment to social value principles. This will help to reduce social isolation amongst the elderly and provide opportunities to develop new life skills.</p> <p>There are 932 families registered with Island HomeFinder, the Island's choice based lettings scheme, requiring two or more bedrooms³. As older people move from existing social and private rented homes and properties that they own into Independent Island Living schemes we should see movement in the housing market as younger generations move into the empty homes.</p> <p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p>
Disability	X		<p>There is projected to be a large rise in the number of people with dementia, up to 123%, and an 88% increase in the number of people with mobility issues. Projected figures from PANSI estimate that by 2030 there will be 1,887 people aged 45 years and older with a learning disability.</p> <p>The eligibility route, detailed under 'Age', promotes extra care housing for those with a disability.</p>

³ Island HomeFinder figures were taken in December 2016.

				<p>Therefore, people with a disability who meet the age criteria will be positively affected by the increase in the number of Extra Care homes across the Island.</p> <p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p>
Gender Reassignment			X	<p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p> <p>Registered Providers will also have clear guidelines on how they will support victims of anti-social behaviour and the ability to take tenancy enforcement action for those who breach their tenancy by participating in anti-social behaviour.</p>
Marriage & Civil Partnership			X	<p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a</p>

				public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.
Pregnancy & Maternity			X	<p>The eligibility route places a restriction on age that will make it highly unlikely that women looking to live in an Independent Island Living scheme will be pregnant or have a young child/children.</p> <p>If a pregnant woman, who satisfies the age criteria, should apply for social rented housing the Registered Provider will not be able to refuse them. However, they will look at each individual case and make a decision based on the potential resident's ability to manage a tenancy.</p> <p>If a woman becomes pregnant whilst living in a social rented Independent Island Living scheme they will be given reasonable preference for overcrowding and consideration will be given to their housing and welfare needs. They will also be given advice and assistance to secure alternative accommodation.</p>
Race			X	<p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p>
Religion / Belief			X	<p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p>

				training.
Sex (male / female)			X	<p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p>
Sexual Orientation			X	<p>Extra Care housing is regulated by the Care Quality Commission (CQC). CQC regulate providers to ensure they meet minimum standards of care. Regulation 10: Dignity and Respect ensures that providers must have due regard to the protected characteristics as defined by the Equality Act 2010.</p> <p>Registered Providers are considered to exercise a public function and therefore subject to the Equality Act 2010. Therefore, staff will receive equality and diversity training.</p>

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p>There are currently 5 units of extra care housing on the Isle of Wight. The introduction of a large scale development programme of Independent Island Living will significantly improve the opportunity for equality in housing for many individuals who are unable to access the housing with care and support they need because it does not exist on the Island.</p>	

Evidence Considered During Screening
<p>We used information from the Joint Needs Strategic Assessment to inform the strategy. Factsheets can be found here https://www.iwight.com/Council/OtherServices/Isle-of-Wight-Facts-and-Figures/Information-Factsheets-and-Figuresheets.</p> <p>We also used POPPI and PANSI to explore future need of the Island population. From this we know that by 2030 9,968 people aged 65 years and over will be unable to manage at least one activity to remain independent in their home.</p>

We identified the number of people, aged 55 and over, registered with GP surgeries across the Island. This has given us an indication on where there are higher levels of older people living on the Island. This information is helpful when looking at where new developments should be considered.

Adult Social Care Business Information Team (BIT) provided a suite of information to help inform the Outline Business Case. This included data from the Adult Social Care Outcomes Framework which told us information regarding the levels of admissions to residential care and how the Isle of Wight Council compares to other local authorities. The BIT also identified current numbers of people in receipt of a care package, meeting the age and disability requirements that would potentially benefit from a home in an Independent Island Living scheme. This provided us with an insight into the need for this type of housing. This information was married up to the financial data to identify cost savings to Adult Social Care.

We looked at current housing⁴ need on Island HomeFinder, the choice based lettings system on the Isle of Wight. From this information we know that 127 people, aged over 55 years old, can only manage one flight of stairs. There are 14 people aged 55 years or over that are in Band 1 due to an urgent medical need and 33 people aged 55 years and over that are in Band 2 due to a severe medical need.

There are 12 housing needs surveys across the Island. They can be found here: <https://www.iwight.com/Residents/environment-planning-and-waste/Planning-Policy-new/Community-Planning/Housing-Needs-Surveys>. As expected each Parish Council has different demographics, different average purchase and rental costs and a different mix of housing types, however, all Parishes had:

- High levels of owner occupation
- High proportion of older persons households; many of whom are single person households

Inner Circle Consulting canvassed 16 developers and providers with regards to opportunities and barriers to delivering extra care on the Isle of Wight:

Inner Circle Consulting attending the Housing LIN Extra Care Housing Annual Conference in March 2017.

IWC staff were consulted with on the need for specialist housing to understand the need for housing with care and support for older people. The following teams were consulted with:

- Housing Services
- Supporting People
- First Response Team
- Mental Health Team

Members from the following groups were consulted with on housing issues and extra care housing. Some of these people, their families or the people they care for will be in receipt of care and support packages funded by Adult Social Care:

- People Matter with member of John's Club
- Older Voices

⁴ Island HomeFinder – December 2016

Southampton, Isle of Wight, Portsmouth and Hampshire (SHIP) held a workshop for people with learning disabilities, their families and carers. The focus on the workshop was what type of housing would enable people to live their lives how they wanted.

The Extra Care Working Group consisted of colleagues across the IWC and CCG to advise and guide on key points within the Outline Business Case. Colleagues represented the following directorates across the Isle of Wight Council:

- Adult Social Care
- Regeneration
- Legal Services
- Planning
- Revenue

Consultations and discussions were carried out with stakeholders at a number of events between October 2016 and January 2017. The sessions sought the views of Island residents who were considering what type of housing they would like to live in. At the sessions we also heard the views of carers, families and support workers.

The Outline Business Case was developed in line with the following:

- Care Act 2014
- Valuing People Now (DoH, 2009)
- Transforming Care: A national response to Winterbourne View Hospital (DoH, 2012)
- Fixing Our Broken Housing Market (DCLG, 2017)
- The Welfare and Reform and Work Bill

Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Frances Murray-Smith
Directorate:	Adult Social Care
Date of Completion:	8 June 2017

Name of Policy/Strategy/Service/Function Proposal

Extra Care Outline Business Case and Extra Care Housing Strategy

The Aims, Objectives and Expected Outcomes:

Extra Care housing is a housing model specifically created to provide housing, with care and support, service to older people. It offers security of tenure, a well-designed property, equipped with assistive technology and telecare systems, and the ability for individuals to access on-site care and support around the clock.

The Outline Business Case proposes that there will be mixed tenure schemes to include outright sale, shared ownership, market rent and social rent. There will be larger developments as well as smaller, specialist schemes that cater for older people with specific health needs. Within Extra Care housing schemes will a restaurant/café, health clinics and other services to promote healthy lifestyles and combat social isolation.

We aim for this type of housing to be for the following groups of people:

- Aged 45 years or over with a learning disability
- Aged 55 years or over

If people need financial help, from the IWC, to pay for rent or care and support packages they will need to be:

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Independent Island Living is the name we have given to extra care housing on the Island. The name reflects our Island status, how extra care housing helps older people to retain their independence for longer and the fact that this type of housing offers people the ability to maximise opportunities to help them live their life in the way they want to.

The Outline Business Case has strong links to a number of Island-wide strategies. It will help meet the following objectives set out in the IWC's Corporate Plan 2015 – 2017:

- Supporting growth in the economy, making the Island a better place and keeping it safe
- Protecting the most vulnerable with health and social care, investing in support, prevention and continuing care
- Ensuring that all the resources available to the Island are used in the most effective way in achieving the Island's priorities

Adult Social Care has developed a new strategy 'Care Close to Home' which aims 'to help people to maintain or improve their wellbeing and to live as independently as possible'. This chimes with the ethos of Independent Island Living.

The Isle of Wight Council' Economic Strategy 2008 – 2020 has stated its objective to support "small businesses to grow and develop to increase their contribution to the economy". Independent Island Living will help to achieve this as we are asking providers to take an entrepreneurial approach to ensure financial viability of schemes.

Independent Island Living schemes will support the objectives set out in the My Life a Full Life (MLAFL) programme. The following MLAFL principles will be met through this type of housing:

- Promote and support the health and wellbeing of IOW residents
- Put people at the centre of the way in which their health and wellbeing support is accessed and organised
- Enable people to take more control and responsibility for managing their health and wellbeing by promoting prevention, self-care and self-management within communities
- Reshape statutory services to ensure that people with health and care needs can access the right service in the right place at the right time

By delivering Independent Island Living schemes we would meet many objectives in the Health and Care System STP Delivery Plan, October 2016. This is aiming to:

- Reduce dependency on health and care services by helping people to manage their own health outcomes.
- Reduce attendance to A&E and improved outcomes for people with long term conditions and co-morbidity.
- Reduced rate of delayed transfers and the capacity to care for patients in more appropriate settings.

Independent Island Living also links into the Isle of Wight Clinical Commissioning Strategy 2014 – 2019 which aims to support the development of healthy communities that can support healthy lifestyles.

Independent Island Living has strong links to the Island Plan Core Strategy, March 2012. Policy DM5

Housing for Older People states the Isle of Wight Council will support development proposals that contribute to the delivery of a target of 2,050 units of accommodation suitable for older persons up to 2027. Development proposals will be expected to:

- Support the development of specialist accommodation for older people in sustainable locations where a need is demonstrated.
- Enable delivery of a combination of new schemes and remodelling of older specialist housing which do not meet the Decent Homes Standard or Lifetime Homes Standard.
- Ensure that accommodation suitable for older people is of a high quality specification and designed to meet the Design Criteria of Lifetime Homes Standards.

The Outline Business Case details our approach to increasing the pace, quantity and quality of Independent Island Living. It sets out our expectations of developers, housing and care providers with regard to the number of units required per year, accommodation and site requirements, eligibility and nomination routes, tenure types, commissioning approach, finance model and care model.

The expected outcomes are:

- 1287 Independent Island Living homes by 2030.
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- Increased independence for vulnerable, older adults
- Increased number of family sized accommodation in the social rented sector and open market.
- Improved health and wellbeing across communities accessing the services at the Independent Island Living schemes.

Please delete as appropriate:

- This is a new strategy for the Isle of Wight Council

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Scope of the Equality Impact Assessment

Please see the attached Extra Care – Background Evidence document that details the research and consultation findings that support the Strategy and Outline Business Case.

Analysis and assessment

The Equality Act 2010 allows the Isle of Wight Council to stipulate an age restriction on this type of

housing as it is a 'proportionate means of achieving a legitimate aim'. We know the need for specialised housing for older people far outstrips the supply. We also know we are heading towards a significant increase in our ageing population over the next two decades. Therefore, we need to actively promote the development of housing that meets the needs of older people with disabilities, care and support needs as well as older people without these needs or disabilities. Failure to appropriately address the current and future housing need of our older population would be negligent.

The Outline Business Case identifies the need and the approach to deliver an Island-wide Independent Island Living programme. The current lack of housing for older people and older people with disabilities and care and support needs is having a negative impact on their ability to maximise opportunities to live their lives in the way they want to. The impact of ensuring over 1200 new homes, either through new build or refurbishment, for older people is a positive one.

We recognise that 'suitable accommodation' is a right for all Island citizens. We are confident that the creation of specialised housing for older people will create further housing opportunities, in the wider housing market, that younger people will be able to access.

The Independent Island Living schemes will be an asset to the local community by bringing much needed resources and social opportunities to the wider community plus employment prospects to working age people. The schemes will have on-site facilities such as a restaurant or café and people from the wider community will be encouraged to use these facilities. We believe that the schemes will foster good relations between people who share a protected characteristic and those who do not.

The Care Quality Commission has responsibility to regulate Extra Care Housing schemes. With this comes the assurance that care providers will meet relevant regulations to ensure the services provided does not impact on any of the protected characteristics.

Registered Providers are required to observe the Equalities Act 2010 to ensure their residents are not unlawfully discriminated against. This will ensure that the employees working for housing providers will have the relevant training and experience to ensure people are treated with respect and dignity.

There were a number of consultation exercises that helped to shape the Outline Business Case and Strategy. Issues were raised by individuals, their families and carers, developers, providers and supporting people, social care and housing practitioners. Common themes are:

- Misunderstanding of what extra care housing is
- Lack of clarity on how disabled people can access suitable housing
- Local people accessing the 'new' housing
- Understanding of demand and local market
- Planning requirements and build costs
- Scheme Viability
- IWC commitment to supporting the delivery of extra care housing

The creation of over 1,200 extra care homes with a supporting communication strategy, fair and transparent nomination policy that is mindful of the Localism Act 2011 and a raft of initiatives aimed at helping people to move will have a positive impact on addressing these points.

The consultation events with housing and social care practitioners identified concerns regarding the lack of housing for younger people, people with significant mental health issues or people with chaotic lifestyles. There were concerns that the Island does not have enough specialised housing to help meet the needs of these groups of people. The Outline Business Case does not set out to address this issue. The provision of specialised housing for older people cannot be successfully implemented if we were to look at housing these groups of people in the same schemes as vulnerable, older people. Older people, their families and carers need to have the confidence that Independent Island Living schemes will provide a safe, calm environment for the residents to live within for as long as practicably possible. Evidence shows that younger people do not benefit from living in supported housing for an indefinite period. People with chaotic lifestyles and significant mental health issues will need a different housing environment to that of an Independent Island Living scheme in order for them to flourish and realise their potential. The Housing Framework, My Life My Home, will look to address the housing needs of these groups of people.

Initial thoughts were to provide extra care housing to only those with a care and support need. However, after consultation with the Extra Care Working Group we decided to include people aged 55 years old or over without a care and support need. We felt this would do two things:

- Enable people to ‘future proof’ their housing
- Create a balanced mix within the Independent Island Living communities that better reflected the composition of the wider community outside of the scheme.

When looking at identified need we originally considered including those currently living in residential care that might look to move into extra care housing. We know that most people, after a set period of time within a care home, do not want to move out. However, some people would prefer an alternative housing option that is considerably cheaper than residential care. It became apparent that we did not have the data to support this idea. Therefore, to ensure that the financial costings were accurate we have excluded this group of people from the figures. This does not mean that this group of people will not be given the opportunity to consider living in an Independent Island Living scheme. They will be consulted with when there is a vacancy in an Independent Island Living scheme; and this type of housing will become a valid option for discussion in their annual review with a social care practitioner.

Recommendations

It is recommended that the Outline Business Case is approved and the Strategy is adopted as the introduction of a widespread Independent Island Living programme will improve the opportunity for equality for older people.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	Younger people in need of housing with a disability or care and support need will not be able to access these homes.	By providing extra care schemes, with specific age bound eligibility criteria, we are empowering a specific group of people to access care and support in a safe and supported housing environment.	There is a lack of supported housing across the Island for people, of all ages, with a physical or mental disability. The Housing Framework: My Life, My Home will address this issue in more detail.
Disability	Positive	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.	By providing extra care schemes, with specific age bound eligibility criteria, we are empowering a specific group of people to access care and support in a safe and supported housing environment.	There is a lack of supported housing across the Island for people, of all ages, with a physical or mental disability.
Gender Reassignment	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.		

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Marriage & Civil Partnership	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.		
Pregnancy & Maternity	No Impact	No – if a pregnant woman applies for social rented extra care accommodation they will be assessed on an individual basis for suitability. If a women becomes pregnant whilst living in a one bedroom social rented extra care accommodation they will be given reasonable preference for overcrowding and given assistance to find alternative accommodation.		
Race	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.		Access to social rented housing will be made through a Nomination Panel. Decisions taken by the Panel will follow a consistent and transparent process that is applied with equity irrespective of a person's race.
Religion / Belief	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes		Access to social rented housing will be made through a Nomination Panel. Decisions

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		means there will be a neutral impact on individuals accessing the service.		taken by the Panel will follow a consistent and transparent process that is applied with equity irrespective of a person's religion or beliefs.
Sex (male or female)	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.		Access to social rented housing will be made through a Nomination Panel. Decisions taken by the Panel will follow a consistent and transparent process that is applied with equity irrespective of a person's gender.
Sexual Orientation	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.		Access to social rented housing will be made through a Nomination Panel. Decisions taken by the Panel will follow a consistent and transparent process that is applied with equity irrespective of a person's sexual orientation.
HR & workforce issues	No Impact	No – the developers and providers of Independent Island Living will be governed by their own HR policies and procedures. Providers will be governed by the regulatory requirements set out by the Care Quality Commission.		

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Human Rights implications if relevant	No Impact	No - the regulatory requirements upon providers of housing and care within Extra Care schemes means there will be a neutral impact on individuals accessing the service.		
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		