

Equality Impact Assessment – Review of Independent Living Strategy

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:

Zlati Kalchev - Commissioning Officer

Directorate and Team/School Name:

Strategic Commissioning Team, ASC

Name, aim, objective and expected outcome of the programme/ activity:

Name: Review of Independent Living Strategy

Aim: One of IWC Cabinet’s priorities within the Corporate Plan has been identified as the need to review and refresh the IWC Independent Living Strategy (ILS). The current ILS is out of date as it was produced in 2017. The Council’s ILS concentrates on improving the housing offer to older people. Independent Living is IWC’s name for extra care housing (ECH). The term ‘extra care housing’ is sometimes known as ‘assisted living’ or ‘retirement living’. These are purpose-built, accessible buildings designed to promote independent living. It is accommodation that is age and/or disability-friendly in design and decor and features the availability of care and support around the clock, usually provided by an onsite care service which is registered with the Care Quality Commission. The IWC’s ILS was established with a view to increase the pace, quantity and quality of extra care housing accommodation being delivered across the Island.

Objective: The current (outdated) ILS does not accurately reflect the actual extra care housing demand of the Isle of Wight. The ILS states that (at least) 143 new extra care units per year should be built for the 9 years between 2019 and 2027. This means that in total 1,287 extra care units should be built by 2027 according to the current strategy. This is seen as an unrealistically high number of extra care units to be built and filled with tenants in this time span of 9 years. Based on the experience of previous developments, the figure of 143 new units per year (the current ILS) means that 2 new extra care developments need to be build every year from 2019 to 2027 to meet the current demand. The objective of the refreshed ILS is to establish a more realistic demand for extra care housing on the Island based on industry recognised standards.

Expected outcome: Refreshed Independent Living Strategy which included the realistic demand for ECH based on industry recognised tools and best practice.

Reason for Equality Impact Assessment (tick as appropriate)	
This is a new policy/strategy/service/system function proposal	
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)	Review of strategy. The original decision was equality impact assessed and the information in this assessment is from the initial equality impact assessment and reviewed/updated where necessary.
Removal of a policy/strategy/service/system function proposal	
Commencing any project/programme	

Equality and Diversity considerations

Describe the ways in which the groups below may be impacted by your activity (**prior to mitigation**). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (<i>Where it cannot be diminished, can this be legally justified?</i>)
Age (restrictions/difficulties both younger/older)	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will	No - The refreshed ILS does not have the potential to cause unlawful discrimination.	Everybody will have the opportunity to apply for extra care housing	None - No age-related concerns have been raised to date either in discussions or in	The online and paper-based survey results.	NA	NA	NA

	have no impact on age.		<p>whether they share a protected characteristic or not.</p> <p>The ECH provisions may provide a lower age limit for their tenants. If this situation arises, the IWC on a case-by-case basis may decide to challenge these restrictions if and when they materialise and is deemed appropriate to do so.</p>	the survey carried out.				
<p>Disability</p> <p>a) Physical</p> <p>b) Mental health</p> <p>(must respond to both a & b)</p>	<p>a) No Impact</p> <p>b) No impact</p> <p>The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on any</p>	As above	Everybody will have the opportunity to apply for extra care housing whether they share a	None - No physical or mental health disability-related concerns have been raised to date either in discussions or in	The online and paper-based survey results.	NA	NA	NA

	physical or mental disability groups.		protected characteristic or not.	the survey carried out.				
Race (including ethnicity and nationality)	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on any race.	As above.	As above.	None - No race related concerns have been raised to date either in discussions or in the survey carried out.	The online and paper-based survey results.	NA	NA	NA
Religion or belief (different faith groups/those without a faith)	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on any religion or belief.	As above.	As above.	None - No religion or belief-related concerns have been raised to date either in discussions or in the survey carried out.	The online and paper-based survey results.	NA	NA	NA
Sex (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on any sex.	As above.	As above.	None - No sex related concerns have been raised to date either in discussions or in the survey carried out.	The online and paper-based survey results.	NA	NA	NA
Sexual orientation (is your language inclusive of LGB groups?)	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on any sexual orientation groups.	As above.	As above.	None - No sexual orientation related concerns have been raised to date either in discussions or in the survey carried out.	The online and paper-based survey results.	NA	NA	NA
Pregnancy and maternity	No impact. The only change to the ILS	As above.	As above.	None - No pregnancy or	The online and paper-			

	being the numbers in terms of the demand for ECH which will have no impact on any pregnancy or maternity groups.			maternity related concerns have been raised to date either in discussions or in the survey carried out.	based survey results.	NA	NA	NA
Marriage and Civil Partnership	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on marriage or civil partnership.	As above.	As above.	None - No marriage and civil partnership-related concerns have been raised to date either in discussions or in the survey carried out.	The online and paper-based survey results.	NA	NA	NA
Gender reassignment	No impact. The only change to the ILS being the numbers in terms of the demand for ECH which will have no impact on gender reassignment.	As above.	As above.	None - No gender reassignment related concerns have been raised to date either in discussions or in the survey carried out.	The online and paper-based survey results.	NA	NA	NA

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

There was an online survey with paper copies available at all IWC and independently run libraries, also 300 paper copies were sent to some of the AGE UK's clients with prepaid return envelopes. Paper copies were also available on request from the ASC Commissioning Team. The aim of the survey was to establish people's attitude towards ECH, what is appealing and what not regarding ECH. The survey ran for 6 weeks, there was a press release for it, and it was included in a few of our partner's newsletters. There were 335 responses to the survey which is a very high result in comparison with other surveys done by ASC Commissioning Team.

Date of next review:

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name:

Date:

Legal sign off & date:

Name: Danielle Harris

Date: 31/08/2023