

APPENDIX B: Home Meals Equalities Impact Assessment Commissioning Group

Equality Impact Assessment

Please refer to the guidance before completing this form.

1. Details of function, policy, procedure or service:							
Title of what is being assessed: Proposal to de-	Title of what is being assessed: Proposal to de-commission home meals service in Barnet						
Is it a new or revised function, policy, procedure	or service? Revised						
Department and Section: Joint Commissioning	g Unit, Commissioning Group						
Date assessment completed: October 2015							
2. Names and roles of officers completing	this assessment:						
Lead officer	Amisha Lall / Rodney D'Costa						
Stakeholder groups							
Representative from internal stakeholders							
Representative from external stakeholders							
AC Equalities Network rep							
Performance Management rep							
HR rep (for employment related issues)							

3. Full description of function, policy, procedure or service:

SUMMARY

There are 157 people receiving a home meals service of which:

- 57% are older people aged 85 and over and this group will be negatively impacted.
- 50% (79 people out of 157 people) are classified as people with 'physical disability frailty' and this group are likely to be negatively impacted.
- In relation to Ethnicity 79% of 157 service users are white (including white British and Irish). There are few service users (13%) of BME backgrounds. However any changes or withdrawal of service will have an impact on customers from minority ethnic backgrounds.
- Jewish people who receive the home meals service are over represented compared to Barnet's overall Jewish population which accounts for 18% of the population. Therefore there will be a negative impact on this group.
- 68% of service users are female; while the majority of recipients are female, there will be
 no disproportionate on them. People will not be affected any differently from other groups
 by virtue of their gender / sex.
- Carers of those receiving the service will be impacted by the proposed change. It may result in an increase in their responsibility for their cared for.
- A public consultation was held between August 2015 and September 2015 and also service users (153 out of 157) have had face to face reviews to ascertain their level of need and identify if there are alternative options for home meals available for service users, if the proposal to not have the service is agreed. Details of the findings can be found in part 16 of this report.
- The public consultation and feedback from the reviews suggest that people are not in favour of the proposal. Furthermore the EIA has demonstrated that if the proposal to not have a home meals service in the future is agreed, it will have a negative impact for some, mitigated by support from the Council to help customers find suitable alternatives. Where there is an assessed need the Council will continue to fulfil its duty under the Care Act 2014.

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Background

Home meals (sometimes also referred to as "meals-on-wheels") are provided to eligible service users by Sodexo on behalf of Adults and Communities Delivery Unit. The current contract with Sodexo commenced 1 April 2011 and, following a one-year extension, expires 31 March 2016. This presents the Council with an opportunity to review its current service provision in the context of promoting choice, independence and value for money.

The current home meals provision comprises a home-delivered hot meal to service users across the borough, 7-days a week between 12pm and 2pm. An estimated 50,000 meals are delivered annually (based on 2014-15 data). The range of meals includes standard / vegetarian option, Asian vegetarian / halal, kosher and gluten-free.

The contract also includes a monitoring service i.e. in the event that the service user does not respond to a door call and the delivery driver is unable to contact the individual or their family (depending on what details they have on record), the driver contacts the Council to inform them of a 'no response'. This triggers the next process for the Council to investigate.

There are 157* people currently in receipt of home meals. The approximate contract spend in 2014/15 was £465,077 gross and £274,466 net (of client contributions) not including overhead costs relating to invoicing and other accounts receivable tasks. The Council charges service users a flat rate £4.15 per meal on a monthly basis. It is important to note that there has been a long term decrease amongst Barnet service users for the current meals service (this is mirrored in other local authorities generally). This is due to a number of reasons e.g. quality of meals (suggested by anecdotal information) and the availability of other more appropriate services.

*As at August 2015 there were 215 people identified as receiving the home meals service. The reduction from 215 people to the current 157 people is due to a recent reconciliation of service users care package details resulting in the records held on the Swift client database being refreshed.

Although the Council has provided a home meals service over the years, local authorities do not have a statutory duty to provide meals. Councils do have a statutory duty to meet assessed eligible needs and have a duty to safeguard vulnerable adults. This is particularly important at this time where the Council is faced with making substantial savings whilst continuing to fulfil its duty to meet the needs of its residents

Needs analysis

Prior to any recommendations being made about the future of the home meals service the Council undertook a needs analysis of those receiving the home meals service.

The analysis identified that that there has been a 52% reduction in service users in receipt of Home Meals, from 326 at the end of 2010/11 to 157 service users in October this year. In addition, we have seen a 15% reduction in the number of meals delivered from 56,802 meals being delivered in 2013-2014 to approximately 48,267 meals being delivered in 2014-2015.

Research also suggested that other local authorities are increasingly moving towards providing alternative and innovative solutions to providing people with access to home meals other that the traditional Home Meals Service., including signposting residents and providing information and advice.

Options considered

As part of this review, Barnet Council has considered a number of options including:

- Option 1 Continue the service as is and run an OJEU tender to appoint a supplier for community meals
- Option 2 Stop new enrolments in the service, identify a list of suppliers and publish their details on the Council's website to sign post new residents.
- Option 3 Home and Community and Enablement care workers to enable individuals to prepare meals.
- Option 4 Catering team (run by Children's Services on a trading account basis) to prepare the meals and deliver directly or via the transport team.
- Option 5 Voluntary and community groups prepare and deliver the meals

After careful consideration Barnet Council decided that none of the options above are feasible due to a number of reasons including financial pressures the Council is faced within this time of austerity. We also identified that the traditional home meals service is a less popular choice for people at a time where a wide range of alternative options are available in the community.

Our proposal

We are proposing to no longer provide a home meals delivery service in Barnet. If agreed by Adults and Safeguarding Committee, we would support customers to identify and arrange for alternative options within the community, for example lunch clubs or other catering companies. Our social care team will work with individuals to find innovative and creative solutions to meeting their nutritional needs. This is because increasing numbers of our customers are already choosing alternatives and we want to empower people to make choices that suit them, to stay independent and make the most of appropriate services available in the community.

In exceptional circumstances, Barnet Council will consider support for meals, for example, where service users do not have the means to source or cook a meal.

Alternative options for meals available in the community

There are a range of alternative options available in the community for people to purchase their meals. Should the proposal be agreed, in the future the Council will sign post people to a range of alternative options.

For current service users this means:

- providing information about local cafes and meals services that will provide meal delivery services
- providing information about lunch clubs that individuals could access.
- providing information about companies that will deliver hot or frozen ready meals.
- a full review of individual needs by a social worker.

What will happen if the proposal is agreed?

If the proposal to no longer provide a home meals service in Barnet is agreed by the Adults and Safeguarding Committee in November 2015:

- The Council will not procure a home meals service in the future and there will be no subsidy given to service users for purchasing their own meals
- The current contract with Sodexo will come to a natural end on 31/03/16 and the appropriate exit strategy protocols will be followed
- Service users will be signposted to alternative options in the community, where appropriate

In exceptional circumstances, Barnet Council will consider support for meals, for example, where service users do not have the means to source or cook a meal. The Council will be able to spot purchase from other companies.

Key activities completed:

- 153 service users (out of 157) have had a face to face review between August 2015 and October 2015 to ascertain their level of need and identify other options that may be suitable for them, if the meals service is not provided by LBB.
- Public consultation launched on 3 August 2015 and ended on 30 September 2015
- New referrals to the service have been put on hold since the launch of the consultation: although referrals have been and will continue to be considered under exceptional

Next steps:	
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	circumstances for the remaining duration of contract. Whilst there is a hold, all current service users continue to receive their meals service.								
Next s	ext steps: Report to the Adults and Safeguarding Committee in November to make a decision								

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How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why. Affected? **Equality Strand Explain how affected** What action has been taken already to mitigate this? What action do you plan to take to mitigate this? Yes 🖂 / No 🦳 **Negative impact** 153 service users (out of 1. Age 157) have had a face to The majority of the current face review to ascertain meals service users are older their level of need. people aged 65 plus. A breakdown of service users Those people who have been assessed as having by age is as follows: the potential to be Table 1: Age range of meals signposted to other service users provision will be supported No. of % of Age appropriately (pending people people decision from Committee). (out of The Council will consider 157) supporting people under exceptional 90 57% Over circumstances. age 85 Any issues and concerns have been discussed with 75 -43 28% service users (and their 84 nominated representative years if appropriate) and the old Council will closely 7% 65 – 11 support service users with 74 their transition to other years services (if appropriate). old A clear and transparent 21 to 13 8% communications plan will 64 be put in place to support this work pending years Committee's decision. old 157 100% Total A decision to cease the meals service may also have an adverse impact on carers. .

2 Dischility	Yes ⊠/ No □	Negative impact	153 service users (out of
2. Disability	· · · · · · · · · · · · · · · · · · ·	The majority of the current meals service users are older people and people with	157) have had a face to face review to ascertain their level of need.
		various health conditions and frailty: - 50% (79 people out of 157 people) are classified as people with 'physical disability – frailty' - 18% (28 people out of 157) are classified as people with mental health - 17% (26 people out of 157) are classified as people with physical support – personal care. A decision to cease the meals service will have an impact on older adults with frailty and it may also have an adverse impact on carers	Those people who have been assessed as having the potential to be signposted to other provision will be supported appropriately (pending decision from Committee). The Council will consider supporting people under exceptional circumstances. Any issues and concerns have been discussed with service users (and their nominated representative if appropriate) and the Council will closely support service users with their transition to other services (if appropriate). A clear and transparent communications plan will be put in place to support this work pending Committee's decision. Individuals will be given information on choice of providers in formats they can understand.
3. Gender	Yes 🗌 / No 🔯	No impact	N/A
reassignment		This client group will not be affected any differently from other groups by virtue of their gender re-assignment	
4. Pregnancy and	Yes 🗌 / No 🖂	No impact	N/A
maternity		This client group will not be affected any differently from other groups	

Yes 🖂 / No 🦳 **Negative impact** 153 service users (out of Race / 157) have had a face to Ethnicity The information about current face review to ascertain service users of the home their level of need and meals service suggests that issues relating to their there are very few users from ethnicity have been minority ethnic backgrounds. identified with the service Mostly the white population user. are affected. However any Those people who have changes or withdrawal of been assessed as having service will have an impact on customers from minority the potential to be signposted to other ethnic backgrounds provision will be supported A breakdown of people as per appropriately (pending their ethnicity is as follows: decision from Committee). Table 2: Ethnic groups of meals The Council will consider service users supporting people under % of Ethnic group No. of exceptional people people circumstances. (out of 157) Any issues and concerns White 123 79% have been discussed with (including service users (and their White: British. nominated representative Irish and if appropriate) and the other): Council will closely 9% Asian 14 support service users with (including their transition to other British Asian:, services (if appropriate). Bangladeshi, Indian and A clear and transparent other) communications plan will Black 7 4% be put in place to support (including this work pending Black British: Committee's decision. African. Caribbean and other): Other ethnic 5 3% group Mixed other 1 1% No stated / 7 4% recommended / refused Total 157 100% Table 3: Breakdown of service

		users and categ	ories of m	neals	
		Туре	%]	
		Standard hot	64 %	-	
		Kosher	29%		
		Asian Veg	3%		
		Asian Halal	2%	-	
		Veg	1.%	_	
		Afro Caribbean	0.5%	_	
		Gluten	0.5%		
		Total	100%		
6. Religion or	Yes 🛛 / No 🗌	Negative imp	act		The Council will ensure
belief		People who are receiving culturally specific meals because of their religion or belief will be negatively impacted by the proposal. It has been identified that there will be a significant impact on the Jewish population. Table 3 above has identified that Jewish people who receive the home meals service are over represented compared to Barnet's overall Jewish population which accounts for 15% of the population and 18% of adult social care service users. Therefore there will be a negative impact on this group.		that the information they provide on providers of meals includes those providers who offer cultural specific meals and providers that can meet the dietary requirements of different community groups and other specialist meals such as vegetarian	
7. Gender / sex	Yes 🗌 / No 🔀	No impact		N/A	
		68% of service users receiving the home meals service are female.			
		Table 4: Breakdown of gender of meals service users			
		p	I	6 of eople	

			157)	
		F	•	404
		Female	68%	104
		Male	31%	48
		No	1%	1
		response		
		While the marecipients a will be no dathem. Peop affected and other group gender / se	re female isproporti le will not y differen s by virtu	e, there onate on be tly from
8. Sexual	Yes 🗌 / No 🖂	No impact		
orientation		While data service use orientation, that this clie affected an other group sexual orier	rs' sexual it is not e ent group y differen s by virtu	xpected will be tly from
9. Marital Status	Yes □/ No ⊠	No impact		
v. Marital Otatus		This client of affected and other group marital state	y differen	tly from

	Yes 🖂 / No 🦳	Negative impact	153 service users (out of
10. Carers	163 27 110	Negative impact	157) have had a face to
(discriminated		Carara of those receiving the	face review to ascertain
by association)		Carers of those receiving the	their level of need.
		service will be impacted by	their level of fleed.
		the proposed change. It may	
		result in an increase in their	Those people who have
		responsibility for their cared	been assessed as having
		for.	the potential to be
			signposted to other
			provision will be supported
			appropriately (pending
			decision from Committee).
			The Council will consider
			supporting people under
			exceptional
			circumstances.
			Any issues and concerns
			have been discussed with
			service users (and their
			nominated representative
			if appropriate) and the
			Council will closely
			support service users with
			their transition to other
			services (if appropriate).
			The outcome of the
			reviews has been
			captured through a
			questionnaire, details of
			which are available in the
			Consultation Report
			A clear and transparent
			communications plan will
			be put in place to support
			this work pending
			Committee's decision.
			Identified carers will be
			supported through a
			carer's assessment. They
			will be signposted to
			carers support services as
			appropriate.

5. What are the number, types and severity of disabilities in play in this case?

As at October 2015 there were 157 service users receiving the home meals service, of which:

- 50% (79 people out of 157 people) are classified as people with 'physical disability frailty'
- 18% (28 people out of 157) are classified as people with mental health
- 17% (26 people out of 157) are classified as people with physical support personal care

The people that are most likely to be impacted by the proposal are frail and elderly people.

6. What are the actions that could reduce the impact on people with disability?

- 153 service users (out of 157) have had a face to face review to ascertain their level of need and identify other options that may be suitable for them, if the meals service is not provided by LBB; any issues relating to their disability has been identified with the service user and their nominated representative (where appropriate)
- Those people who have been assessed as having the potential to be signposted to other
 provision will be supported appropriately (pending decision from Committee). The Council
 will consider supporting people under exceptional circumstances.
- The Council will closely support service users with their transition to other services (if appropriate).
- The outcomes of the reviews have been captured through a questionnaire, details of which are available in the Consultation Report.
- A clear and transparent communications plan will be put in place to support this work pending Committee's decision.
- Identified carers will be supported through a carer's assessment. They will be signposted to carers support services as appropriate

7. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

Satisfaction levels of service users of the current home meals service and their carers may be adversely impacted by the proposal.

Overall feedback through the consultation has not been in favour of the Council's proposal to not have a home meals service in the future, the analysis shows reasons for a recommendation to be made to the Adults and Safeguarding Committee in November, to not provide a home meals service in the future, and instead, signpost people to alternative options available in the community.

Refer to part 16 of this EIA for further details.

8. How does the proposal enhance Barnet's reputation as a good place to work and live?

There could be some external negativity about disinvestment in a home meals service.

It is envisaged that there will be no adverse impact on Barnet's reputation as a good place to work.

There is a small risk that Barnet may be seen as not a good place to live however it is likely this views will be from current meals recipients and potentially their carers, representing a small number in comparison to Barnet's overall population.

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Achieving efficiencies in the service may enhance the Councils reputation.

9. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

Achieving efficiencies in the service should enhance the Councils reputation and confidence in the Council.

All current service users have had a face to face review to ascertain current level of need and what is needed if the meals service is not provided by LBB; issues relating to service users' ethnicity will be identified with the service user and their nominated next of kin / carer if appropriate.

The Council will closely support service users with their transition to other services (if appropriate).

10. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 14)

Through:

- Face to face reviews with current service users and a questionnaire which reviewers have completed; the questionnaire captured information on the individual, their circumstance and the impact of the proposal on them and their carer (where appropriate)
- Public consultation 3rd Aug 30th Sept. The online survey money asked questions about equalities and diversity (although there was a very limited response to these questions)
- If a decision is made to dis-invest, following closure of the service there will be no on-going
 monitoring, though the current customers will still have access to adults social services for
 any on-going needs
- 11. How will the new proposals enable the council to promote good relations between different communities? Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.

Table 4 below shows the ethnic origin of the home meals service users, compared to the ethnicity of all adult social care service users

The data demonstrates that overall the needs of the diverse population are not being met; this could be for a number of reasons, for example:

- the current service does not meet the needs of BME communities
- that BME communities are accessing meals to meet their meal needs in other ways e.g. community groups, cultural specific catering companies, support from friends / family. The proportion of people from BME backgrounds receiving the home meals service accounts for 13% of 157 people, compared to Barnet's overall BME population which is 38.7% of the total population and approximately 20% of the total service users accessing adult social care.

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Table 4: Breakdown of meals service users by ethnicity compared to adult social care service users

	Current home use		use	cial care service users October 2015)	
Ethnic origin	Number of people receiving the home meals service	% of people receiving the home meals service	Number of people	% of people	
Any Other Ethnic Group	5	3%	283	6%	
Arab	n/a	n/a	5	0.1%	
Asian/Asian British Bangladeshi	n/a	n/a	20	0.4%	
Asian/Asian British Indian	11	7%	377	8%	
Asian/Asian British Other	3	2%	134	3%	
Asian / Asian British Pakistani	n/a	n/a	57	1%	
Black/Black British African	3	2%	184	4%	
Black/Black British Caribbean	3	2%	124	2.5%	
Black/Black British Other	1	0.5%	74	1%	
Chinese	n/a	n/a	27	0.5%	
Mixed Other	1	0.5%	32	0.7%	
Mixed White & Asian	n/a	n/a	16	0.3%	
Mixed White and Black African	n/a	n/a	11	0.2%	
Mixed White and Black Caribbean	n/a	n/a	12	0.2%	
White British	110	71%	2622	52%	
White Irish	2	1%	151	3%	
White Other	11	7%	766	15%	
Not Recorded	3	2%	58	1%	
Not Stated	2	1%	8	0.1%	
Refused	2	1%	64	1%	
Total	157	100%	5025	100%	

It is not likely that the proposal would lead to resentment between different groups of people. Information around alternative options will be publically available through the Council's website; this will include a list of companies that provide ethnic/cultural specific meals.

12. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.

Stakeholders from the Commissioning Group and Adults and Communities Delivery Unit have been involved in developing the proposal.

The consultation commenced on 3 August 2015 and closed on 30 September 2015. The findings from the consultation are set out in the Consultation Report. The feedback from the consultation will be considered in the Committee report for the Adults and Safeguarding Committee meeting in November.

Voluntary sector providers and all partnership board members were informed about the consultation.

A letter was sent to all current service users on 03/08/15 telling them about our proposal and inviting them to provide feedback.

153 service users (out of 157) have had a face to face review and all current service users have had the opportunity to provide feedback on the proposal.

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Overall Assessment

13. Overall impact							
Positive Impact		Negative I	•		No Impact		
		⊠ Neṭ	gative				
14. Scale of Impact							
Positive impact:		Negative Impact No	•				
Minimal [] Significant []		Minimal Significa	nt 🗌				
		Impact no	ot known				
47. 0 1							
15. Outcome							
No change to decision	Adjustment needed to decision		Continue with decision (despite adverse impact / missed opportunity)		If significant negative impact - Stop / rethink		
16. Please give full explanation for how the overall assessment and outcome was decided							
	While Barnet Council has provided a meals service for a number of years, local authorities do not have a statutory responsibility to provide a home meals service.						
Furthermore the number of service users of the home meals service has decreased over the last 5 years for a number of reasons, including the availability of other options.							
The EIA has demonstrated that if the proposal to not have a home meals service in the future is agreed, it will have a negative but minimal impact. The basis for this is:							
 The proposal is for a service that provides a lunchtime meal – that is one meal out of 3 meals a day. While there is some information to suggest that for some people the home meals service is the only main meal for some service users whereas for others people are meeting their nutritional needs for breakfast, dinner and snacks in other ways. 							

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¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

- 153 out of 157 service users have had a face to face review to ascertain their level of need (and their carer's level of need where appropriate). Reviews for the remaining will also be completed.
- People will receive support in other ways such as sign posting to lunch clubs, supermarkets and other catering companies

The Council is faced with a number of financial challenges and this has led to the Council reviewing a number of services it provides, including the home meals service. The Adults and Safeguarding Committee commissioning plan 2015/16 – 2019/20 sets out the context for managing the key changes required by the Care Act and health and social care integration at a time of rising demand, increased expectations and shrinking resources. On the latter point, Adults and Safeguarding Committee has been required to identify £18.597m of savings (21% reduction on budget) through to 2020. If a decision is made by Committee to not continue the home meals service beyond the current contract length, there is a potential saving of £274,000 to the Council; though this amount may be reduced if a number of existing service users need on-going support at the current contract price. However the full cost of the service could be charged to the user.

It is acknowledged that if the proposal to not have a home meals service is agreed, this will lead to a closure of a service. At the same time, a new approach to supporting people will be adopted, and this includes providing people with information and advice about a range of options available to them that provide them with choice and control over what they eat, and support them to stay independent within the community. Alternative options include lunch clubs and other catering companies. We have already started this process by collecting information about a range of alternatives available and this information has been published on the Council's website. Further details about alternative options can be found in *Appendix A of this report*.

Through the face to face reviews current service users and their carers/nominated representative have also been made aware of the number of specific options available to them.

In the future, communication channels to provide people with information/advice and signposting to alternative options for meals will include:

- The home meals web page on the Council's website
- Barnet's Care and Support Directory
- Social Care Connect Directory
- The 'front door' to the Adults and Communities Delivery Unit
- Staff word of mouth
- Information and advice providers e.g. Barnet CAB

Whilst the EIA has shown that frail elderly people are most at risk, it is important to note that the majority of current service users (97% of 157 people) have had a face to face review to ascertain their level of need and understand the impact of the proposal on them.

If Committee agrees to the proposal the Council will closely support service users with their transition to other services (if appropriate).

Outcome of the Consultation

The development of the Home Meals proposal involved extensive consultation with stakeholders commencing 3rd August to 30th September 2015 as set out in the Consultation Report. In addition it was recognised that each user of the Home Meals service would require a formal review of their needs and support plan. This was undertaken by professional staff in adult social care over the period August to October 2015. Of 157 service users, 153 were reviewed. The remaining users were not available for a formal review. The purpose of these reviews was to ascertain the level of need in relation to nutrition and to also identify customers' preferred alternative options to the current Home Meals service, should this proposal be agreed by Committee.

Overall feedback from the survey and other communications (excluding reviews) based on 23 responses to the on-line consultation via the Council's consultation e-portal, Barnet Engage and 35 other communications, detailed below, is against the proposal to discontinue the Home Meals service. The top four concerns were:

- 1. Concern for vulnerable people.
- 2. Individuals have no other way / would find it difficult to source or obtain a meal.
- 3. Individuals have no other care and support services other than the Home Meals service.
- 4. Not happy with / against the proposal.

23 people responded anonymously to the on line survey on Barnet Engage, of which:

- 17 people were Barnet residents
- 1 represented a voluntary sector / community organisation
- 1 represented a public sector organisation
- 4 categorised as 'other' (people who act as representatives for carers, & those with disabilities; and relatives of service users)

35 letters / e-mails / telephone calls were received, of which:

- 14 people categorised as current service users
- 15 people categorised as carer / family / friend / next of kin / guardian
- 4 people represented a provider / care home (this includes 1 Sodexo driver)
- 1 person was a member of the public
- 1 response was received from a political party

Reviews of users of Home Meals

Individual face to face reviews of 153 service users were undertaken. These reviews have highlighted a relatively low number (16) of clients with current needs requiring the traditional home meals service (in these cases Adults and Communities staff will make the necessary arrangements to ensure continuity of service and continued safeguarding of clients). At the same time the results suggest that there are alternative options and professional staff will follow up these cases and agree the outcomes with clients subject to this proposal being agreed. There is a sufficiently strong case for not continuing the Home Meals service beyond the term of the current Sodexo contract and instead signposting people to alternative options available in the community. In a minority of cases i.e. subject to The Act, the Council may need to provide an appropriate level of support.

17. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Monitor the equalities data from the service reviews	Ensure that alternative meals options offered to customers includes a range of meal types and the mode is suitable for frail and elderly people, including access to those services specification includes statement of expectations	Review equality impact from the service user reviews once complete	Project Manager	October
Face to face reviews of current service users	All current service users to have a face to face review to ascertain their level of need, and of their carer/family		ACDU	October

1 st Authorised signature (Lead Officer)	2 nd Authorised Signature (Member of SMT) – Dawn Wakeling
Date:	Date:

APPENDICES

APPENDIX A

Food and meal options within Barnet

The following table provides information on food options available in the borough. This is not an exhaustive list but contains the main service providers, please contact the providers to confirm dates times and costs.

The following organisations provide meals out in the community

Name	Description	Address / Phone No.	Other info	Event details	Website / Email
The Good	Provides neighbourly	The Wilberforce	If you would like to	Day: Tuesdays	thegoodneighbourschem
Neighbour	support to elderly and	Centre c/o St	attend the club, please	Time: 12 noon - 1.30pm	emhbo.com/
Scheme for	disabled people living in	Paul's Parish	contact the relevant	Location: Mill Hill Lunch	
Mill Hill and	Mill Hill and Burnt Oak	Office	Good Neighbour	Club, The Wilberforce	good.neighbours@yahoo.
Burnt Oak -	Two Lunch Clubs each	The Ridgeway	Scheme in advance, so	Centre, St Paul's Church,	<u>co.uk</u>
Lunch	week, for older people	Mill Hill NW7	a meal can be ordered.	The Ridgeway NW7 1QU	
Clubs	in the Mill Hill and Burnt	1QU		Cost: £3.50	
	Oak areas.		Transport may be		
	2 course hot meal, plus	Mill Hill - 020	available for those with	Day: Thursdays	
	tea or coffee, is served	8906 3340	mobility problems.	Time: 12 noon - 1.30pm	
	in pleasant	Burnt Oak - 020		Location: Burnt Oak	
	surroundings, with good	8959 1971		Lunch Club, The Catholic	
	company.			Church of The	
				Annunciation, Thirleby	
				Road HA8 0HQ	
				Cost: £3.50	

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Altogether Better - Edgware Silver Service scheme	Over 60s and a guest of any age dine for £5 each at participating restaurants on a Tuesday	Watling Avenue Edgware HA8 0UB 07909 998463	Restaurants that offer the scheme have a sticker in the window or contact Altogether Better for details of participating restaurants	Day: Wednesdays Time: Lunchtime Location: Cottage Homes restaurant in Hammers Lane Cost: (reasonable restaurant prices) Note* term-time only Day: Tuesday Time: lunchtime Location: participating restaurants Cost: £5	www.a- best.org.uk/projects-and- groups.html us@betterburntoak.org.u k
Altogether Better – East Finchley Silver Service scheme	Over 60s and a guest of any age dine for £5 each at participating restaurants on a Tuesday	High Road East Finchley London N2 9AY 07909 998453	Restaurants that offer the scheme have a sticker in the window or contact Altogether Better for details of participating restaurants	Day: Tuesday Time: lunchtime Location: participating restaurants Cost: £5	http://www.efab.org.uk/pr ojects-and-groups.html us@efab.org.uk
Muslim Ladies Lunch Club	East Finchley Neighbourhood Contact provides a lunch club on the first and third Wednesday of each	020 8444 1162	New members are welcome, transport may be provided.	Day: every first and third Wednesday of the month Time: 12pm - 2pm Location: Ann Owens Centre	www.ageuk.org.uk/barnet /neighbourhood-services

	month, especially for Muslim Ladies. Home cooked Halal food is served at the Muslim Ladies' lunch club, which also gives the opportunity for Muslim women to meet for prayer and for conversation. The halal food is prepared by one of their cooks and is always wholesome and nutritious.			Oak Lane London N2 8LT Cost: £4.	
Age UK Barnet Lunch Club	Provides a wide range of activities, services and information about issues of interest to older people through its	Ann Owens Centre Oak Lane London N2 8LT 020 8432 1423	This lunch club provides a freshly prepared 2 course meal (vegetarian option available).	Day: Tuesdays and Thursdays Time: 12.30pm—1.30pm Location: Ann Owens Centre, Oak Lane	www.ageuk.org.uk/barnet christine.gilbert@ageukb arnet.org.uk
	centres and in the community. Activities and services include: Health promotion, fitness and exercise classes	or 020 8150 0965		London, N2 8LT Cost: £5.00	

	groups and other activities	E 10			
Friend in Need (FIN) Activity Centre	FIN is a voluntary organisation providing a range of services for older people, disabled people and their carers living in New and East Barnet. A weekly timetable of activities including seated exercise to music, arts and crafts, bingo, digital inclusion, yoga, tai chi and a range of board games, quizzes, puzzles and other activities includes a cooked meal, and a chance to meet new	East Barnet Baptist Church Crescent Road East Barnet EN4 8PS 020 8449 8225	Lunch is served from 12.30-2pm but can be combined with various other activities at the centre to create a day opportunity. Activities £3.50-£4.00 per half day session £5 lunch £1.50 tea and cake (Thu pm and Sat am free arts and crafts)	Day: Mon, Tues, Wed, Thurs & Sat Time: 12.30 – 2pm Location: Friend in Need Community Centre, East Barnet Baptist Church Crescent Road EN4 8PS Cost: £5	www.ebarnetbaptist.org.uk/fincentre.htm fin@fin-eastbarnet.org.uk
Chipping Barnet Day Centre for the Elderly	people A club for older people to enjoy a day out in a friendly, relaxed and cheerful environment. Coffee and tea are provided on arrival followed by lunch at	United Reformed Church Wood Street Barnet EN5 4BW	A prospective member or their family, friends, doctor or social worker can contact Brigid Horgan at the Day Centre on 07923031231.	Day: Monday and Friday Time: 9.30am-3.30pm Location: United Reformed Church Wood Street Barnet EN5 4BW	www.chippingbarnetdayc entre.org.uk lisa- finchley@btconnect.com

Finchley Community Network	midday and tea in the afternoon. A limited shopping service is provided. This organisation can offer day care for older adults. They offer meals, social activities, outings, exercises, information and advice,	Finchley Baptist Church Stanhope Avenue Finchley N3 3QL	Transport can be arranged, depending on need but availability is limited	Day: Thursdays Time:10am-2pm Location: Finchley Baptist Church Stanhope Avenue Finchley N3 3QL	
Barnet African Caribbean Associatio n	support and companionship. The Association provides a cultural day centre mainly for African and Caribbean elderly Stroke and Alzheimer's sufferers. A hot meal is provided as well as social activities such as exercise classes, arts and crafts, quizzes, games and health visitor sessions.	Multicultural Community Centre Algernon Road West Hendon NW4 3TA 020 8202 0095	Freshly cooked hot meals (Caribbean and African) every Tuesday & Friday.	Day: Mon, Tue & Fri Time: 10am-3pm Location: Multicultural Community Centre Algernon Road West Hendon NW4 3TA	www.barnetmcc.moonfrui t.com/#/baca/452709441 9 baca.daycare@btconnect .com
Barnet Cypriot Centre	Transport is provided. Run by the Greek Cypriot Brotherhood Centre, this lunch club	Britannia Road North Finchley N12 9RU	All welcome.	Day: Wednesday Time: 12pm - 2pm. Location: Greek Cypriot	

	is for people aged 60+	020 8445 9999	Britan	nerhood Centre nnia Road h Finchley N12 9RU t: £5	
Cultural and Recreation al Organisatio n for Tamil Elders (CROFTE)	This centre is for Tamil elders who are over 55 years. They arrange lunch, social activities, games, daytrips and discussions.	Watling Community Centre 145 Orange Hill Road Burnt Oak London HA8 0TA	Time Loca Comi 145 (Burnt	: Mon & Fri e: 11am-5pm ation: Watling munity Centre Orange Hill Road it Oak don HA8 0TA	psgunasingam@yahoo.c o.uk
Edgware and Mill Hill Friendship Centre	This is an active group which meets twice a month on Tuesdays. They also visit places of interest, organise holidays and walks, go ten-pin bowling, have games, knitting and craft groups. Visits to the theatre and meals out are also arranged. The group is affiliated to the Friendship Centre	North Road Community Centre Burnt Oak Broadway Edgware HA8 0AP	Tues Time Loca They Rd C (betw Comi The F plus 6 8 p.m	•	http://www.fcfed.com/fgle dw.htm

	Federation and the Barnet 55+ Forum.				
New Barnet Community Centre	The community centre offers various activities for local community including an elders' luncheon.	Victoria Road, New Barnet EN4 9PF 0208 441 7044	The lunch is two courses, a main and a dessert and the cost is £4. There is a vegetarian alternative.	Day: Tuesdays and Fridays Time: 12pm-2.30pm Location: New Barnet Community Centre 48-50 Victoria Road New Barnet Cost: £4	newbarnetca@gmail.com
Anand Day Centre	Run by ASRA Housing Association, Anand is a specialist activity and lunch club helping to meet the needs of Asian communities within Barnet. The organisation offers lunch, social and exercise activities on Wednesdays. They also run other services such as health promotion activities and language support.	Ann Owens Centre Oak Lane East Finchley N2 8LT Nila Patel - 020 8361 0617	It is an Indian vegetarian meal that is served	Day: Wednesday Time: 10am-3pm Location: Ann Owens Centre Oak Lane East Finchley N2 8LT Cost: £3	nilapatel16@yahoo.co.uk
Anand Day Centre	This project provides an activity and lunch club for Older Asian people living in Barnet.	Manor Drive Methodist Church, Manor Drive,	It is an Indian vegetarian meal that is served	Day: Mon & Thu Time: 10am-3pm Location: Manor Drive Methodist Church, Manor	nilapatel16@yahoo.co.uk

Whetstone N20	Drive, Whetstone N20 0DZ
0DZ	Cost: £5
Nila Patel - 020	
8361 0617	

The following organisations offer home based volunteer support which may be used to help with going shopping, arranging online shopping deliveries or other support around food and nutrition.

Name	Description	Address / Phone No.	Other info	Event details	Website / Email
Casserole	Connecting people who	020 3475 3444	The Casserole team	Regular times and days	www.casseroleclub.com/
Club	like to cook and are		works with local	will be agreed between the	yes we are active
	happy to share an extra		organisations to help	Cook and the Diner	
	portion of a delicious		reach Diners.		hello@casseroleclub.com
	home cooked meal, with		They take self-referrals		
	older neighbours living		including from friends		
	close by who could really		and relatives, or diners		
	benefit from a hot cooked		can be referred by		
	meal. Cooks are		professionals.		
	required to sign up on the		To sign up or refer visit		
	site and undertake a		www.casseroleclub.com		
	short safeguarding		/yes_we_are_active or		
	process before they can		call 020 3475 3444		
	search and contact local				
	Diners.				
Befriendin	A borough wide	Ann Owens	The Age UK website	Usually arranged on a day	www.ageuk.org.uk/barnet
g service -	befriending service using	Centre	also clearly lists the	and time to suit both the	/neighbourhood-
Age UK	local volunteers. The	Oak Lane	other befriending	client and volunteer	services/befriending1/

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Barnet	primary aim of the service	London N2 8LT	services available in	
	is to offer medium to long		Barnet	info@ageukbarnet.org.uk
	term emotional support	020 8 432 1416		
	and companionship.			
	Many relationships will			
	involve outings to shops,			
	parks, help with			
	paperwork and modern			
	technology as well as a			
	good cup of tea, a chat			
	and a laugh.			
Good	We aim to support people	Church House,	There is no set charge	www.goodneighboursche
Neighbour	living at home by offering	Wood Street,	but donations towards	me.org/index.html
Scheme	practical help, advice and	Barnet EN5	petrol costs and	
High	friendship to the elderly,	4BW	overheads are welcome	hbgns@greenbee.net
Barnet	sick, disabled,			
	housebound, anyone	0208 441 5678		
	finding it hard to cope.			
	This help is available to			
	anyone living in the area			
	of High Barnet and			
	Arkley. Services include:			
	Befriending			
	Shopping once a week or			
	we can take you to and			
	from the supermarket			
	Collecting prescription			
	Transport to medical			

	appointments and				
	sometimes to other				
	destinations				
	If you can't manage the				
	garden, are over 65 or				
	disabled one of our				
	volunteers can tend to it				
Good	Provides neighbourly	The Wilberforce	Clients are expected to	Day: Mondays	thegoodneighbourschem
Neighbour	support to elderly and	Centre c/o St	pay modest, affordable		emhbo.com/
Scheme	disabled people living in	Paul's Parish	sums towards a service		
Mill Hill	Mill Hill and Burnt Oak.	Office	they use. This helps to		good.neighbours@yahoo.
and Burnt	The shopping service has	The Ridgeway	cover our running		<u>co.uk</u>
Oak	a minibus with an escort	Mill Hill NW7	costs.		
	and runs each Monday to	1QU			
	either Morrisons at				
	Queensbury, or to Brent	020 8906 3340			
	Cross Shopping Centre.				
	It picks users up from				
	their doors, and returns				
	them later with their				
	shopping. Motorised				
	scooters can be ordered				
	in advance for use in				
	Brent Cross. For those				
	who are housebound, it				
	may be possible to				
	arrange shopping by				
	volunteers.				

Altogether	EFAB offer a range of	High Road	Get Involved e-form		www.efab.org.uk/about/1
Better -	community based	East Finchley	available on website		16-shop-assistance.html
East	activities and aims to	London N2 9AY			
Finchley	bring people together.				us@efab.org.uk
Shop	Individual helpers will	07909 998453			
Assistanc	meet shoppers at home				
е	and take down their				
	shopping list, then go out				
	and do the shopping for				
	them or even take the				
	person out shopping and				
	just help them along the				
	way. If available we also				
	support with phone				
	ordering where the				
	shopper orders goods				
	and then they are				
	delivered by the shop or				
	picked up by a local				
	helper.				
Friend In	Provides a shopping bus	Friend in Need	Please contact Jesse	Day: Fortnightly	
Need (FIN)	where clients are	Community	Tan – 020 8449 8225	Location: Asda Southgate	
Good	collected from their	Centre		Cost: £4	
Neighbour	homes and driven to	Fact David			
Scheme	ASDA in Southgate to	East Barnet			
	shop independently and	Baptist Church,			
	they are then dropped	Crescent Road,			

	home again by the community transport driver	East Barnet, Herts, EN4 8PS			
Friend In Need (FIN) - Helping Hands	Can help residents who are aged 65 and above and need our services so as to be able to live independently. People from age 55 who have a disability, may also access the service. They can help with Grocery Shopping, Banking, Paying Bills, Collecting Pensions and Prescriptions and other related tasks.	020 8275 8378	Please contact Gwen Down for any further information regarding the Helping Hands service	Services will normally be provided on a fort-nightly basis. As we are a non-profit organisation, charges will apply to cover some of the actual costs of the service. Charges start at £10 per hour.	Helpinghands@fin- eastbarnet.org.uk
Eat Well Live Well - Age UK Barnet	Eat Well Live Well is Age UK Barnet's programme to improve the health and diet of older people in Barnet as well as tackle social isolation. They offer a free dietary support service for people who might not be		This is for older people who might be struggling to eat well to stay healthy. Age UK Barnet trains volunteers to offer one to one support in	Referrals welcomed from health, social services and housing professionals who have identified clients as being at risk of malnutrition or suspect their diet may put them at risk of ill health. Referrals from members of	http://www.ageuk.org.uk/barnet/neighbourhood-services/eat-well-live-well/

getting the nutrition they need to stay well.	people's homes to help improve diet and stay well. Many people lose their appetites due to illness. Some cannot eat the same foods that they used to or need help improving access to food. the public are also welcome if you know someone who has been losing weight recently or is not getting the nutrients they need? Maybe you need help with your own eating? Find out if Eat Well Live Well can help.
	We aim to renew interest in food or improve diet by helping with: •Planning meals and snacks •Tutoring in online shopping •Budgeting support •Finding local lunch clubs and ways to make eating sociable

The following are organisations and companies that provide meal delivery services of hot ready to eat meals on a daily basis or frozen meals that can be ordered a few at a time.

Name	Description	Address /	Other info	Event details	Website / Email		

		Phone No.			
Sodexo	Provides a selection of hot meals that are ready to eat and delivered daily or frozen meals that can be bought and stored	Enfield 25 Great Cambridge Road Off Lincoln Road Enfield EN1 1SH Tel: 0208 804 6318	Sodexo also offer a range of ethnic/cultural meals including Asian Halal, Asian Vegetarian, Afro-Caribbean and Kosher.	Meals can be ordered by phone or by sending a completed form to the local office Example cost: - Standard Hot meals: including a pudding are £6.25p - Frozen meals: Mains range between £2.25-£3.00p Puddings .85p90p - Tea time: only available if receiving hot meals. Includes sandwich fruit pot and a cake at £2.95 there is also the option of a salad instead of a sandwich an additional cost of £1.25p Specialist meals all inc. main & pudding - Afro Caribbean: £8.39p - Asian Halal: £8.34p - Asian Vegetarian:	<u>uk.sodexo.com</u>

				£8.34p - Kosher: £11.40p - Pureed: £8.38p	
Wiltshire Farm Foods	Provides a wide variety of frozen meals that can be ordered online or over the phone. Delivery is free and provided weekly or fortnightly the drivers are even able to unpack deliveries straight into the freezer should this be	0800 773 773	They provide vegetarian, kosher, halal and pureed meal options as well as a range of other dietary requirements	You can either order online by choosing from the large range of frozen ready meals or via telephone and they will put you through to your local outlet. Example cost: Main meals range between £2.50 - £5.90 Puddings range between	www.wiltshirefarmfoods.com
Oakhouse Foods	required They offer a wide range of frozen meals and desserts. Orders can be placed online or over the phone and delivery is free for orders over £30 delivery drivers are even able to unpack deliveries straight into the freezer should this be required	0845 643 2009	They provide vegetarian and pureed meal options as well as a range of other dietary requirements	.95p - £1.95p Meals can be ordered online or over the phone. Example cost: Main meals start at £2.30p Puddings start from 1.50p	www.oakhousefoods.co.u k
Cook	They offer a wide range of frozen meals and desserts. Orders can be placed online or over the	01732 759000	They provide vegetarian meal options as well as a range of other dietary requirements	Meals can be ordered online or over the phone Example cost:	www.cookfood.net/

phone and delivery there	Main meals from £3.99p	
is a minimum order of	and puddings from £3.25p	
£30 and orders over £50		
have delivery		

Supermarkets have offers or multi-buys that will enable meals to be bought in bulk and prepared as and when needed. Most supermarkets offer online shopping which can be delivered to your home, there are volunteer organisations in Barnet that could help with online shopping if needed.

The following are some examples of supermarket offers.

Supermarket	Is online shopping available?	Offer examples
Sainsbury's	Yes	Frozen ready meals from £1.20
Tesco's	Yes	Chilled ready meal 3 for £6
Asda	Yes	Chilled ready meals 2 for £5
Iceland	Yes	Frozen meals for one average £1.50
Waitrose	Yes	Chilled meals 3 for £7

The following services offer short term support with basic food supplies

Name	Description	Address / Phone No.	Other info	Event details	Website / Email
Foodbank	Foodbank clients bring	Novo Centre	 Vouchers are 	Vouchers should be	info@colindale.foodba
Grahame	their voucher to a	The	held by the	used as a SHORT	nk.org.uk
Park NW9	foodbank centre where it	Concourse	Learning	TERM solution and a	
	can be exchanged for	Graham Park	Disabilities	maximum of 3 times.	
	three day's supply of	Colindale	Team	All effort should be	
	emergency food.	London	Administrator	made by staff to ensure	
	Volunteers meet clients	NW9 5XB	Bridget	the person has	
	over a cup of tea or free		McFarlane ext	accessed advice on	

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	hot meal and are able to signpost people to agencies able to solve the longer-term problem.	Chieme Okuzu (Project Manager): 02083 584672 02031 500146 07415 223963	7386 / NLBP 2 nd floor H14 • Staff provide the name of the service user /carer and the date of issue	maximising their income and fully explored other relevant options to resolve their financial issues longer term.	
Foodbank East Barnet EN4	Foodbank clients bring their voucher to a foodbank centre where it can be exchanged for three days' supply of emergency food. Volunteers meet clients over a cup of tea or free hot meal and are able to signpost people to agencies able to solve the longer-term problem.	The Salvation Army Barnet Corps Albert Road East Barnet Barnet EN4 9SH 07716 890 535	Vouchers are held by the Learning Disabilities Team Administrator Bridget McFarlane ext 7386 / NLBP 2nd floor H14 Staff provide the name of the service user /carer and the	Vouchers should be used as a SHORT TERM solution and a maximum of 3 times. All effort should be made by staff to ensure the person has accessed advice on maximising their income and fully explored other relevant options to resolve their financial issues longer term.	info@chippingbarnet.fo odbank.org.uk

	date of issue	

Other specialist information providers

Organisation		Contact details	
Barnet Citizens Advice Bureau (BCAB)	HUB 40–44 Church End, Hendon, NW4 4JT: Drop-in times are 9.30am – 12.00pm on Mondays and Fridays. NEW BARNET 30 Station Road, New Barnet EN5 1PL: Drop-in times are 9.30 am - 12 pm on Wednesdays only.	Tel: 0300 456 8365 Monday to Friday 9.30am - 4:00pm and until 7.30pm on Wednesdays.	
Age UK Barnet	Ann Owens Centre Oak Lane London N2 8LT	Tel: 020 8203 5040	
Barnet Carers Centre	3rd Floor, Global House, 303 Ballards Lane North Finchley London, London City of N12 8NP	Tel: 020 8343 9698	