

Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service:	
Title of what is being assessed:	Adults and Communities Staffing Efficiencies
Is it a new or revised function, policy, procedure or service?	Function
Department and Section:	Adults and Communities
Date assessment completed:	10/11/15
2. Names and roles of people completing this assessment:	
Lead officer	Alan Mordue
Other groups	
3. Employee Profile of the Project	<p>Will the proposal affect employees? YES/ NO</p> <p>If no please explain why.</p> <p>If yes, please seek assistance from HR to complete the employee EIA.</p>

How are the following equality strands affected? *Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data*

Equality Strand	Affected?	Explain how affected	Indicate what action has been taken / or is planned to mitigate impact?																		
1. Age	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<p>No foreseen impact.</p> <p>Residential Breakdown of Age (Equalities Data Dashboard 9/9/15):</p> <table border="1" data-bbox="501 1290 948 1422"> <thead> <tr> <th colspan="3">Age:</th> </tr> </thead> <tbody> <tr> <td>65+</td> <td>51,576</td> <td>14%</td> </tr> <tr> <td>Under 65</td> <td>315,690</td> <td>86%</td> </tr> </tbody> </table> <p>Client breakdown of age (SWIFT 14/10/15):</p> <table border="1" data-bbox="501 1491 948 1624"> <thead> <tr> <th colspan="3">Age:</th> </tr> </thead> <tbody> <tr> <td>65+</td> <td>3039</td> <td>60.48%</td> </tr> <tr> <td>Under 65</td> <td>1986</td> <td>39.52%</td> </tr> </tbody> </table>	Age:			65+	51,576	14%	Under 65	315,690	86%	Age:			65+	3039	60.48%	Under 65	1986	39.52%	
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<p>2. Disability</p> <p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p> <p>Barnet population predicted to have a disability (Barnet Members Dashboard 11/11/15)</p> <table border="1" data-bbox="502 291 1141 504"> <thead> <tr> <th colspan="3">Category</th> </tr> </thead> <tbody> <tr> <td>Physical Health</td> <td>81,652</td> <td>46.48%</td> </tr> <tr> <td>Mental Health</td> <td>62,032</td> <td>35.31%</td> </tr> <tr> <td>Substance Misuse</td> <td>22,092</td> <td>12.58%</td> </tr> <tr> <td>Learning Disability</td> <td>9,894</td> <td>5.63%</td> </tr> </tbody> </table> <p>Barnet population who are using one or more services targeted for people with disabilities in 2014. Each service user is assigned to the category considered most relevant, although it is possible for one person to have more than one disability. (Barnet Members Dashboard 11/11/15)</p> <table border="1" data-bbox="502 772 1141 1030"> <thead> <tr> <th colspan="3">Category</th> </tr> </thead> <tbody> <tr> <td>Physical Health</td> <td>4,564</td> <td>61.34%</td> </tr> <tr> <td>Mental Health</td> <td>1,802</td> <td>24.22%</td> </tr> <tr> <td>Learning Disability</td> <td>870</td> <td>11.69%</td> </tr> <tr> <td>Other Vulnerable People</td> <td>171</td> <td>2.30%</td> </tr> <tr> <td>Substance Misuse</td> <td>33</td> <td>0.44%</td> </tr> </tbody> </table>	Category			Physical Health	81,652	46.48%	Mental Health	62,032	35.31%	Substance Misuse	22,092	12.58%	Learning Disability	9,894	5.63%	Category			Physical Health	4,564	61.34%	Mental Health	1,802	24.22%	Learning Disability	870	11.69%	Other Vulnerable People	171	2.30%	Substance Misuse	33	0.44%											
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<p>3. Gender reassignment</p> <p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p>																																												
<p>4. Pregnancy and maternity</p> <p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p>																																												
<p>5. Race / Ethnicity</p> <p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p> <p>Ethnic Group - Numbers and Proportion of Total Population (Equalities Data Dashboard 9/9/15)</p> <table border="1" data-bbox="502 1467 1181 2045"> <thead> <tr> <th colspan="3">Ethnicity:</th> </tr> </thead> <tbody> <tr> <td>White British</td> <td>2,622</td> <td>52.18%</td> </tr> <tr> <td>White Other</td> <td>766</td> <td>15.24%</td> </tr> <tr> <td>Asian/Asian British Indian</td> <td>377</td> <td>7.50%</td> </tr> <tr> <td>Any Other Ethnic Group</td> <td>283</td> <td>5.63%</td> </tr> <tr> <td>Black/Black British African</td> <td>184</td> <td>3.66%</td> </tr> <tr> <td>White Irish</td> <td>151</td> <td>3.00%</td> </tr> <tr> <td>Asian/Asian British Other</td> <td>134</td> <td>2.67%</td> </tr> <tr> <td>Black/Black British Caribbean</td> <td>124</td> <td>2.47%</td> </tr> <tr> <td>Black/Black British Other</td> <td>74</td> <td>1.47%</td> </tr> <tr> <td>Refused</td> <td>64</td> <td>1.27%</td> </tr> <tr> <td>Not Recorded</td> <td>58</td> <td>1.15%</td> </tr> <tr> <td>Asian/Asian British Pakistani</td> <td>57</td> <td>1.13%</td> </tr> <tr> <td>Mixed Other</td> <td>32</td> <td>0.64%</td> </tr> </tbody> </table>	Ethnicity:			White British	2,622	52.18%	White Other	766	15.24%	Asian/Asian British Indian	377	7.50%	Any Other Ethnic Group	283	5.63%	Black/Black British African	184	3.66%	White Irish	151	3.00%	Asian/Asian British Other	134	2.67%	Black/Black British Caribbean	124	2.47%	Black/Black British Other	74	1.47%	Refused	64	1.27%	Not Recorded	58	1.15%	Asian/Asian British Pakistani	57	1.13%	Mixed Other	32	0.64%		
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Chinese	27	0.54%
Asian/Asian British Bangladeshi	20	0.40%
Mixed White & Asian	16	0.32%
Mixed White & Black Caribbean	12	0.24%
Mixed White & Black African	11	0.22%
Not Stated	8	0.16%
Arab	5	0.10%

Client breakdown of ethnicity (SWIFT 14/10/15)

Ethnicity:		
White British	2,622	52.18%
White Other	766	15.24%
Asian/Asian British Indian	377	7.50%
Any Other Ethnic Group	283	5.63%
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6. Religion or belief

Yes
No

No foreseen impact.

Residential breakdown of religion (Equalities Data Dashboard 9/9/15)

Area		
Christian	146,866	41.21%
No religion	57,297	16.08%
Jewish	54,084	15.18%
Muslim	36,744	10.31%
Religion not stated	29,917	8.39%
Hindu	21,924	6.15%
Buddhist	4,521	1.27%
Other religion	3,764	1.06%

Sikh	1,269	0.36%
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Client breakdown of religion (SWIFT 14/10/15)

Religion		
Christian	948	18.87%
Jewish	908	18.07%
Church Of England	562	11.18%
No Religion	558	11.10%
Not Recorded	541	10.77%
Roman Catholic	439	8.74%
Muslim	307	6.11%
Hindu	283	5.63%
Information Refused	148	2.95%
Greek Orthodox	104	2.07%
Methodist	30	0.60%
Buddhist	28	0.56%
Atheist	19	0.38%
Jain	19	0.38%
Jehovah Witness	18	0.36%
Agnostic	16	0.32%
Sikh	16	0.32%
Catholic Apostolic Church	14	0.28%
Ismaili Muslim	14	0.28%
Baptist	7	0.14%
Orthodox Church	6	0.12%
Pentecostal	6	0.12%
Anglican	5	0.10%
Z Other	5	0.10%
Adventist	4	0.08%
Church Of Ireland	3	0.06%
Zowastrian	3	0.06%
Humanist	2	0.04%
Pagan	2	0.04%
Quaker	2	0.04%
Rastafarian	2	0.04%
African Methodist	1	0.02%
Ancestor Worship	1	0.02%
Arian Catholic	1	0.02%
Kabbalah	1	0.02%
Scientologist	1	0.02%
Spiritualist	1	0.02%

<p>7. Gender / sex</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p> <p>Residential breakdown of Gender (Equalities Data Dashboard 9/9/15):</p> <table border="1" data-bbox="502 291 949 425"> <thead> <tr> <th colspan="3">Gender:</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>187,685</td> <td>51.10%</td> </tr> <tr> <td>Male</td> <td>179,580</td> <td>48.90%</td> </tr> </tbody> </table> <p>Client breakdown of Gender (SWIFT 14/10/15):</p> <table border="1" data-bbox="502 492 949 660"> <thead> <tr> <th colspan="3">Gender:</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>3,030</td> <td>60.30%</td> </tr> <tr> <td>Male</td> <td>1,986</td> <td>39.52%</td> </tr> <tr> <td>Unknown</td> <td>9</td> <td>0.18%</td> </tr> </tbody> </table>	Gender:			Female	187,685	51.10%	Male	179,580	48.90%	Gender:			Female	3,030	60.30%	Male	1,986	39.52%	Unknown	9	0.18%	
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<p>8. Sexual orientation</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p> <p>See 9. Same sex civil partnerships give an indicator of homosexual relationships.</p>																						
<p>9. Marital Status</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p> <p>Residential marital status breakdown (Equalities Data Dashboard 9/9/15)</p> <table border="1" data-bbox="502 1008 1189 1646"> <thead> <tr> <th colspan="3">Area</th> </tr> </thead> <tbody> <tr> <td>Single (never married or never registered a same-sex civil partnership)</td> <td>36,679</td> <td>26.99%</td> </tr> <tr> <td>Married</td> <td>64,204</td> <td>47.24%</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>300</td> <td>0.22%</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>6,216</td> <td>4.57%</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>15,859</td> <td>11.67%</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>12,658</td> <td>9.31%</td> </tr> </tbody> </table>	Area			Single (never married or never registered a same-sex civil partnership)	36,679	26.99%	Married	64,204	47.24%	In a registered same-sex civil partnership	300	0.22%	Separated (but still legally married or still legally in a same-sex civil partnership)	6,216	4.57%	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	15,859	11.67%	Widowed or surviving partner from a same-sex civil partnership	12,658	9.31%	
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<p>10. Other key groups?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No foreseen impact.</p>																						

Carers	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Residential breakdown of carers (Equalities Data Dashboard 9/9/15)															
<table border="1"> <thead> <tr> <th>Area</th> <th colspan="2">Barnet</th> </tr> </thead> <tbody> <tr> <td>Provides no unpaid care</td> <td>320,341</td> <td>90.85%</td> </tr> <tr> <td>Provides 1 to 19 hours unpaid care a week</td> <td>21,448</td> <td>6.08%</td> </tr> <tr> <td>Provides 20 to 49 hours unpaid care a week</td> <td>4,584</td> <td>1.30%</td> </tr> <tr> <td>Provides 50 or more hours unpaid care a week</td> <td>6,224</td> <td>1.77%</td> </tr> </tbody> </table>			Area	Barnet		Provides no unpaid care	320,341	90.85%	Provides 1 to 19 hours unpaid care a week	21,448	6.08%	Provides 20 to 49 hours unpaid care a week	4,584	1.30%	Provides 50 or more hours unpaid care a week	6,224	1.77%
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People with mental health issues	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. See 2.															
Some families and lone parents	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Lone Parents with Dependent Children - Number and Proportion of Total Residents (Equalities Data Dashboard 9/9/15)															
<table border="1"> <thead> <tr> <th colspan="3">Barnet</th> </tr> </thead> <tbody> <tr> <td>Total Residents</td> <td colspan="2">352,597</td> </tr> <tr> <td>One family only: Lone parent: Dependent children</td> <td>28,889</td> <td>8.19%</td> </tr> </tbody> </table>			Barnet			Total Residents	352,597		One family only: Lone parent: Dependent children	28,889	8.19%						
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People with a low income	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact.															
Unemployed people	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Annual Population Survey (Employment Rate % (16-64)) March 2015 (Equalities Data Dashboard 9/9/15)															
<table border="1"> <thead> <tr> <th colspan="2">Barnet</th> </tr> </thead> <tbody> <tr> <td>All Persons</td> <td>68.20%</td> </tr> <tr> <td>Male Employment Rate</td> <td>75.00%</td> </tr> <tr> <td>Female Employment Rate</td> <td>61.70%</td> </tr> </tbody> </table>			Barnet		All Persons	68.20%	Male Employment Rate	75.00%	Female Employment Rate	61.70%							
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Young people not in employment education or training	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact.															

5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

Data about the following is already collected and monitored on a regular basis:

- *Delayed transfer of care (DTOC).*
- *Length of time between reviews (i.e. waiting times)*
- *Volumes of reviews undertaken.*
- *Satisfaction rates*
- *Assessment volumes*

Any unforeseen adverse impact of this restructure would probably be reflected in an increase with these metrics, however, other factors (e.g. an increase in demand) would also result in increases. If there is any unexpected change in these metrics, it will be investigated.

6. Initial Assessment of Overall Impact

Positive Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input checked="" type="checkbox"/>	No Impact <input type="checkbox"/>
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7. Scale of Impact

Positive impact: Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known Minimal <input checked="" type="checkbox"/> Significant <input type="checkbox"/>	
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8. Outcome

No change to decision <input type="checkbox"/>	Adjustment needed to decision <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input checked="" type="checkbox"/>	If significant negative impact - Stop / rethink <input type="checkbox"/>
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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.

9. Please give a full explanation for how the initial assessment and outcome was decided.

Modelling has been done to identify the productivity gains that can be made from smarter working through new technology and the introduction of Mosaic. It has been identified that these gains can mitigate the staff reductions proposed and so there should be no service impact. Performance will be carefully monitored and reported to confirm that this is the case.