

## **Appendix H**

### **Business Planning 2024/25**

### **Cumulative Equalities Impact Assessment (CEqIA)**

**2024/25**

**Consultation and Engagement Team  
Strategy and Community Participation**

## 1. Introduction and scope of assessment

Barnet Council, in line with its statutory responsibilities, undertakes Equality Impact Assessments (EqIAs). EqIAs provide a systematic way of assessing the impact of decision making on different equality groups. During the council's annual budget setting process, EqIAs are completed on individual proposals to help inform the final decision on the council's budget. An EqIA should be completed if a proposal affects residents or staff with [protected characteristics](#).

This document summarises the Equality Impact Assessments on the budget proposals for the financial year 2024/25 and takes account of previous Cumulative Equalities Impact Assessment (CEqIA) reports. Budget decisions can have different impacts on different groups of people, either through changes to individual services or changes to a range of services, which have an impact cumulatively on a particular group. This report highlights:

- the key impacts of potential budget decisions for legally protected groups
- where a series of decisions might have a greater negative impact on a specific group
- ways in which negative effects across the council may be minimised or avoided, and where positive impacts can be maximised or created.

## 2. Legal duties

Decision makers should have due regard to the public sector equality duty in making their decisions. The equalities duties are continuing duties they are not duties to secure a particular outcome. The equalities impact will be revisited on each of the proposals as they are developed. Consideration of the duties should precede the decision. It is important that Cabinet has regard to the statutory grounds in the light of all available material such as consultation responses. The statutory grounds of the public sector equality duty are found at [section 149 of the Equality Act 2010](#) and are as follows:

A public authority must, in the exercise of its functions, have due regard to the need to:

- a. eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act
- b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard to the need to:

- a. remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- b. take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- c. encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include steps to take account of disabled persons' disabilities.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard to the need to:

- a. tackle prejudice
- b. promote understanding.

Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act. The relevant protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership.

The Equality Duty does not impose a legal requirement to conduct an Equality Impact Assessment, rather it requires public bodies to demonstrate their consideration of the Equality Duty and the conscious thought of the Equality Duty as part of the process of decision-making. This entails an understanding of the potential effect the organisation's activities could have on different people and a record of how decisions were reached.

In addition to the protected characteristics identified within the Equality Duty, Barnet Council also considers the impact of decision making on other groups who may be considered disadvantaged and/or vulnerable. This includes carers, unemployed people, and families on low wage.

### **3. Our approach**

In Barnet we use the EqlA process to identify the main potential impacts on groups covered by legislation (the protected characteristics in the Equality Act 2010). The budget savings report includes a line for each savings proposal, indicating whether an EqlA is required. An EqlA is required for any proposal which alters service delivery and is assessed to impact those with protected characteristics.

This report identifies areas where there is a risk that changes resulting from individual budget proposals for 2024/2025, may have, when considered together, a negative impact on groups.

It is important to note this is an ongoing process. As individual budget proposals are developed and implemented, they will be subject to further assessment. This assessment also describes mitigating actions that are being put in place.

### **4. Context**

Barnet Council has always taken a long-term and proactive approach to financial planning in difficult circumstances. We have saved over £224million between 2010 and 2023 and protected frontline services as far as possible. However, with reduced funding and increases in the demand and cost of services, the next few years still present further challenges.

This year we've continued to see a rise in the cost of living, impacting on everyone in Barnet. As everything is becoming more expensive for our residents and businesses, we also as a council have higher costs. At the same time, demand for council services continues to grow. Our population is growing, people are generally living longer and the type of services that people need is changing. This situation has landed some local authorities in financial trouble and has led to warnings that some councils would not be able to offer the legal minimum of care next year.

However, our robust financial management means we are in a good position to weather the storm. As a council, we have continued to respond flexibly to these challenges, working with our local partners to maintain support for those that need it most. We have taken a

leading role working with our health, education and voluntary sector partners and communities to help support our most vulnerable residents during the cost-of-living crisis.

Our five-year Medium-Term Financial Strategy (MTFS) shows that we still face an anticipated budget gap of just over £89.796m to 2029/30 (excluding money for schools and local housing). This included a budget gap of £41.064m for 2024/25.

Our approach to equality, diversity and inclusion is integral to everything we do including our MTFS, how we work with our residents and communities and the services we provide. Our commitment goes beyond complying with our statutory duties as laid out in the Equality Act 2010. We know that not everyone's experience is equal. Recognising that it is easier for some to access services and to take advantage of opportunities we know there is more we need to do to ensure that we care for people according to their individual needs and circumstances to address inequalities within our communities.

Our [Plan for Barnet 2023-2026](#) sets out our priorities and ambitions for a borough where all residents can fulfil their potential and access the services they need in Barnet. Our aim is to tackle inequalities by proactively listening to and considering different perspectives in decision-making. We want to create a place where people feel they belong and where they are respected. As part of delivering this ambition we are refreshing our Equalities, Diversity and Inclusion Policy which was last updated in 2021. Despite these challenges we remain ambitious for the borough. With people of many cultural backgrounds, faiths and life experiences living side by side, one of Barnet's biggest strengths is its richness of diversity, and we want to create a place where people feel they belong, are respected and accepted, and where we can share our cultures and build an understanding amongst one another.

## 5. Findings from previous year

The CEqIA for the previous financial year 2023/24 showed that the Budget proposals would have positive and neutral benefits on Barnet residents and businesses including the protected characteristics. However, minimal negative impacts were identified in the following areas, where mitigating actions would need to be introduced:

- Overall, it was identified that there could be some cumulative negative impact on older residents, younger residents, and dependents (children and young people), disabled residents, and residents who are pregnant or who are on maternity leave.
- In addition to those with protected characteristics, the following groups could be negatively impacted by the 23/24 budget: lone parents, and residents who are unemployed or on benefits.
- It was also identified some cumulative positive impacts. These were on older people, those with disabilities and sex being positively impacted by the proposed changes.

## 6. 2024/25 Savings Proposals with EqlAs

The table on the following pages summarises the 2024/25 budget savings proposals which have EqlAs.

### Summary of 2024/25 savings proposals which have EqlAs

<b>Key:</b> <b>Positive +</b> <b>Major Negative - -</b> <b>Minor Impact -</b> <b>No Impact/ Neutral o</b> <b>Unknown u</b>
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Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
<b>Communities Adults and Health</b>												
Adults 1, 2, 12, 13, 14	<p><b>Updating our approaches to commissioning and care purchasing to meet people’s evolving needs</b></p> <p>This proposal is for adult social care to review how we commission and pay for services for people to ensure that there is a sufficient range and mixture of care provision at sustainable prices, and that care providers are focused on independence and progression.</p> <p>This EqlA covers the following saving lines:</p> <ul style="list-style-type: none"> <li>Adults 1: More effective and efficient purchasing for home care, older adult residential, and nursing care.</li> <li>Adults 2: Transitions and supported living negotiation</li> <li>Adults 12: Reviewing the overall commissioning approach for supported living, in particular relating to learning disabilities and mental health.</li> </ul>	Positive impact	+	+	0	0	+	0	+	0	0	+ (Carers)

Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
	<ul style="list-style-type: none"> <li>Adults 13: Reviewing and updating models of delivery for enablement providers to support a progression approach. Reviewing our commissioning approach for short term residential and nursing care, to strengthen the pathway for people after leaving hospital and before moving home or to permanent placement.</li> <li>Adults: 18: Reviewing the overall commissioning strategy, in particular relating to transitions (young people coming from children’s services, usually aged 18-25).</li> </ul> <p>The full EqIA can be found <a href="#">here</a>.</p>											
Adults 3	<p><b>Fairer charging fees and charges policy:</b></p> <p>This is a change to the existing policy. The implementation of the fee of £300 for the cost of the council arranging care for self-funders, and the implementation of an increased average homecare charge rate for self-funders, in line with existing approved policies.</p> <p>These changes align with the council’s statutory powers under the Care Act (2014). The fairer contribution rate for community services is applied objectively based on people’s ability to pay and following a financial assessment and therefore will only impact on those with the ability to pay. The changes to charges for self-funders are in line with Care Act, with only individuals with eligible needs and assets above the upper capital limit who has asked the local authority to arrange their care and support on their behalf being charged an arrangement fee or for on-going management.</p>	Minor impact	-	-	0	0	0	0	0	0	0	0

Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
	Any future changes to the Fees and Charges Policy will be subject to a more detailed update of this EQIA. The full EqIA can be found <a href="#">here</a>											
Adults 4	<p><b>Waking Night Support Proposal</b></p> <p>This proposal includes a review of how we best meet resident needs in 3 sheltered plus housing schemes and potential change to the delivery model.</p> <p>The proposal is for council funding towards waking night support for tenants at Deborah Lodge, Gadsbury Close &amp; Speedwell Court to end, but to make sure individuals with eligible care and support needs continue to have their needs met.</p> <p>The council currently provides a ‘Waking night support’ service to tenants living at Deborah Lodge, Gadsbury Close and Speedwell Court. This was originally commissioned some time ago and it is now no longer being used exclusively by those adults with assessed needs that it was set up to help.</p> <p>The full EqIA can be found <a href="#">here</a></p>	Minor impact	-	-	0	0	0	0	0	0	0	- History of Homelessnes ss
Adults 5	<p><b>Assistive technology</b></p> <p>The increased use of assistive technology (e.g. sensors, alarms, monitoring systems) both in individuals’ homes and in residential and nursing care will increase people’s independence by providing a</p>	Positive impact	+	+	0	0	0	0	+	0	0	+ Low incomes, Carers,



Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
	<p>safe alternative and in turn will reduce and avoid costs to formal care and support packages.</p> <p>Assistive technology helps to:</p> <ul style="list-style-type: none"> <li>• promote independence and autonomy, both for the person and those around them</li> <li>• facilitate memory and recall · help manage potential risks in and around the home</li> <li>• reduce early entry into care homes and hospitals · reduce the reliance on carers, improving their quality of life, and of the person they are caring for</li> </ul> <p>The full EqIA can be found <a href="#">here</a></p>											Family Member
Adults 8	<p><b>Enablement:</b> This proposal is an opportunity that seeks to maximise the independence of people being discharged from hospital and supporting them at home where safe and appropriate to do so. In line with our enablement offer, enablement care will close at 6 weeks unless a need is identified for ongoing care and support. These proposals will not impact the council's statutory duties to deliver care and support to people with eligible needs.</p> <p>The full EqIA can be found <a href="#">here</a></p>	Positive impact	+	+	0	0	+	+	+	0	0	+ (Carers)
Adults 10, 18	<p><b>Enhanced Prevention Offer:</b> This proposal will increase the range and choice of services available in Barnet. Building on the Adult social care front door</p>	Positive impact	+	+	0	0	0	0	+	0	0	+ (Carers,)

Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
	<p>model, continuing the front door pilot and fully implementing/ embedding the recommendations around strengths-based conversations and technology first approaches at the first point of contact 'the front door'. Increased take up of the Proactive/Preventative Assistive Technology Service from Medequip as part of the digital switch (activities of Daily Living Sensors and early alerts of deterioration to enable proactive interventions etc.)</p> <p>This EqIA covers the following saving lines:</p> <ul style="list-style-type: none"> <li>Adults 10: Further enhancing work on strengths-based conversations and technology first approaches at the first point of contact for adult social care.</li> <li>Adults 18: This saving is based on Prevention Co-coordinators working with more people at the first point of contact for adults requesting care and support (the 'Front Door'), to delay the development of care needs and ensure that preventative / alternative options to formal care are fully considered and utilised.</li> </ul> <p>The full EqIA can be found <a href="#">here</a>.</p>											
Adults 11,22	<p><b>Housing Adults who require care and support.</b></p> <p>This proposal considers the priorities outlined in The Right Home commissioning plan from 2018, and Housing for adults who require care and support to support a housing needs.</p>	Positive impact	+	+	0	0	+	+	+	+	0	+ (Carers)

Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
	<p>This EqIA covers the following saving lines:</p> <ul style="list-style-type: none"> <li>Adults 11: Adult Social Care’s The Right Home commissioning plan will set out the council’s commissioning intentions for accommodation and support services for adults with additional needs, including those who are aged over 65+ with dementia and learning disabilities, and those aged 18-64 with learning disabilities and autism, physical disabilities and sensory impairment, and/or mental health needs. Savings would be delivered from more appropriate and accessible accommodation options that better meets people's needs; this reducing the associated costs of care and support; and enabling people to stay in their own homes for longer.</li> <li>Adults 22: Increased joint working with housing to increase access to settled social housing tenancies for adults who require care and support. This is a cost avoidance saving.</li> </ul> <p>The aim would be to support more people to continue to live independently in their own accommodation, preventing breakdown of Private Rented Sector Tenancies related to periods of time spent away from the property due to care and support needs. The full EqIA can be found <a href="#">here</a></p>											

Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups	
Adults 15	<p><b>Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak:</b></p> <p>This is proposal is an Extra Care development of fully integrated service for older people to rent, offering a wide range of services as an alternative to more expensive residential care. Proposed scheme of 50 units based with 50% high needs, 25% medium needs and 25% low needs.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive impact	+	+	0	0	+	+	+	0	+	+	(Carers, People with mental health issues, People on low income)
Adults 16	<p><b>Development of new Cheshir House Extra Care Scheme in Hendon</b></p> <p>Another Extra-Care Housing scheme has been developed at Cheshir House, with 75 units. Current savings projections are based on conservative assumptions using evidence from the first scheme.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive impact	+	+	0	0	+	+	+	0	+	+	(Carers, People with mental health issues, People on low income)
Adults 17	<p><b>Progression for people with a Learning Disability</b></p> <p>This is a continuation of a saving based on the principle of 'progression', which is that each person with a learning disability has the potential to increase independence if they are given the appropriate care and support.</p> <p>Working with people who use care and support services to be more independent and where appropriate to be supported with less intensive forms of support. This includes using more evidence-based approaches to commissioning placements and assistive technology to support adults in supported living settings.</p>	Positive impact	+	+	0	0	0	0	+	0	0	+	(Carers)

Budget Ref	Description of saving	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
	The full EqIA can be found <a href="#">here</a> .											
Adults 19	<p><b>Progression for people with a Mental Health support need</b></p> <p>This is a continuation of a saving based on the principle of 'progression', which is that we should look for opportunities for people with a mental health to increase independence with the appropriate care and support. Working with people who use care and support services to be more independent and, where appropriate, to be supported with less intensive forms of support.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive impact	+	+	0	0	0	0	+	0	0	+ (Carers).
Adults 21	<p><b>Employment and day opportunities</b></p> <p>A new council wide carved employment scheme to provide a useful step on the work undertaken by BOOST. Promotes independence and reduces need for more traditional day services and their associated costs.</p> <p>This is a cost avoidance saving based on lower use of day services as a result of employment.</p> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive impact	+	+	0	0	+	0	+	0	0	+ (Carers).

Customer and Place												
Budget Ref	Description of proposals	Overall Outcome of EQIA including mitigation	Age	Disability	Gender reassignment	Pregnancy and maternity	Race / Ethnicity	Religion or belief	Sex	Sexual orientation	Marriage and civil partnership	Other key groups
H&G: Sav 6,7, 6c	<p><b>Development of affordable housing supply</b> Against increasing housing demand, and over 2,400 households currently in temporary accommodation the aim is to deliver an affordable housing supply via the following proposals:</p> <p>This EqIA covers the following saving lines:</p> <ul style="list-style-type: none"> <li>• H&amp;G Sav 6: The delivery of 250 homes across 3 schemes. Units will be funded through Housing Revenue Account borrowing and delivered in 2025/26. Provision of this affordable supply will result in increased temporary accommodation cost avoidance and a general fund benefit.</li> <li>• H&amp;G Sav 7: The delivery of 52 homes on Hermitage Lane, of which 15 will be affordable and available for letting to Barnet housing applicants. Provision of this affordable supply will result in increased temporary accommodation cost avoidance.</li> <li>• H&amp;G Sav 6 C: Basing Way - 46 homes resulting in Temporary accommodation cost avoidance</li> </ul> <p>The full EqIA can be found <a href="#">here</a>.</p>	Positive impact	+	+	0	+	0	0	0	0	+	0

## 7. Analysis of the cumulative equalities impact

For the 2024/25 budget there are fourteen savings and income proposals for which EqlAs have been conducted<sup>1</sup>; five of these are continuation of a previous business planning initiative. Overall, twelve EqlAs have forecasted the outcome of a positive impact and two are forecast to give a minor negative impact.

It is anticipated that there could be a cumulative negative equalities impact on two protected characteristics – age and disability -this is due to accumulation of impact in terms of the Fairer Charging Fees and Charges Policy and the Waking Night Support proposal EqlAs.

However, in terms of the other twelve proposals it is anticipated that there could be cumulative positive equalities impacts on six protected characteristics - age; disability; ethnicity and race; faith and belief; marriage and civil partnership; and sex. Alongside the additional characteristics - carers, and people on low income may also be positively impacted.

Further details on all the EqlAs and their impacts and any identified mitigating actions can be found in the following tables in this section, and in the conclusions under section 9 of this report.

### Age

Eleven out of the fourteen EqlAs completed show a positive impact on specific age groups (younger adults, older adults, and adults of working age), details of which can be found in Table One over the page.

Two out of the fourteen EqlAs completed showed a possible a minor negative impact, these are relating to:

- the increased charges included in the Fairer charging fees and charges policy on adults of all ages and in particular older adults
- the impact of withdrawal of the Waking Night Support on adults aged over 55 years old.

These impacts have been thoroughly considered and the following mitigations have been identified. It is anticipated that further mitigations will be put in place as and when proposals and projects develop.

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<sup>1</sup> There were also four EqlAs conducted as part of the Annual Review of Fees and Charges. These were approved by Council in October 2023 and have not been included in the 2024/25 Cumulative Equalities Impact Assessment.

Table one below illustrates the impacts on age and the mitigating actions where there is a possible negative impact

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 1, 2, 12, 13, 14: <a href="#">Updating our approaches to commissioning and care purchasing to meet people's evolving needs</a>	<p><b>Positive impact:</b> The proposal will be open to adults of all ages and is more likely to have a positive impact on older people and adults under 65 by enabling more progression focused accommodation and support which meets a greater range of needs:</p> <ul style="list-style-type: none"> <li>• Older people are more likely to be impacted by the work with care homes to establish better pathways out of hospital and more consistent pricing.</li> <li>• Adults under 65 will be more likely to be impacted by reviews of commissioned services including supported living.</li> </ul>	None required
Adults 3: <a href="#">Fairer Charging Fees and Charges Policy</a>	<p><b>Minor negative impact:</b> Adults of all ages may be impacted by this proposal, although based on the current demographic of adults in receipt of community-based services, it is likely that this will affect a disproportionate number of older adults. As changes will mean that charges are increased, this could be seen as a negative impact, with some service users being initially dissatisfied with additional charges.</p> <p>However, charges are applied objectively based on people's ability to pay and following a financial assessment, not based on their age. Furthermore, increases bring the charges in line with market costs for homecare / are reflective of actual costs incurred by the council for brokering support. This remains fair for these people.</p>	<p>Any negative impacts will be minimised by:</p> <ul style="list-style-type: none"> <li>• Continuing with our robust process of financial assessments for people, as per the Fairer Contributions Policy.</li> <li>• Monitoring the number of issues raised regarding the change to charges (which will be communicated to before implementation in April 2020) as well as monitoring those falling into debt with the Council due to non-payment.</li> </ul>



Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 4: <a href="#">Waking Night Support Proposal</a>	<p><b>Minor negative impact:</b> Adults aged over 55 years old may be impacted by this proposal.</p> <p>The majority of tenants will be over 55 years old. Therefore, any changes to the waking night support will have a disproportionate impact on people with this characteristic. However, the majority of residents are not currently using the waking night support service, some may still be dissatisfied to have the service withdrawn.</p>	<p>Any negative impacts will be minimised by:</p> <ul style="list-style-type: none"> <li>• By our person-centred approach to social work, which includes the consideration each tenant individual protected characteristics and wellbeing needs through the offer of a Care Needs Assessment</li> <li>• A Care Needs Assessment will allow each tenant to have their care and support needs individually assessed or reviewed to their personal individual needs by a professional Adult Social Care worker and if appropriate offered alternative solutions to address gaps arising from changes to the waking night service. This includes assessing and mitigating risks. This offer will be provided in line with the Care Act 2014.</li> </ul>
Adults 5: <a href="#">Assistive technology</a>	<p><b>Positive impact:</b> Adults of all ages may be impacted by this proposal, although based on the current demographic of new service users.</p> <p>Based on the resident feedback on care and support interventions including assistive technology, enhancement of Assistive Technology will lead to an overall positive impact for residents.</p> <p>It is likely that this will affect a disproportionate number of Adults aged 65+. While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people's quality of life.</p>	<p>Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p>

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 8: <a href="#">Enablement</a>	<p><b>Positive impact:</b> Adults of all ages will benefit from this proposal, although based on the current demographics and data for 22/23 reablement service, a greater proportion of older people will be positively impacted.</p> <p>The enablement service supports of all ages to be independent and encourages them to get back on their feet following discharge from hospital. The service's strengths-based approach to care and support will ensure people's strengths, qualities and resources are promoted to aid them in their enablement journey across all age groups.</p>	None required
Adults 10,18: <a href="#">Enhanced Prevention Offer</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults of all ages.</p> <p>Adults of all ages may be impacted by this proposal, although based on the current demographic of new service users, it is likely that this will affect a disproportionate number of adults aged 65+. While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people's quality of life.</p>	Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.
Adults 11,22: <a href="#">Housing Adults who require care and support.</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults of all ages.</p> <p>The proposal will be open to adults of all ages and will give greater opportunities to access housing tenancies of people of all ages more options to live independently.</p>	None required

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 15: <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on older adults' quality of life.</p> <p>The majority of scheme residents will be older people (a significant proportion of whom will have dementia). For this age group, the scheme will have a significant positive impact in that it will:</p> <ul style="list-style-type: none"> <li>• maximise choice, offering an independent living option which is alternative to residential care</li> <li>• maximise independence, with residents being able to live in their own home, experience reduced social isolation and increased wellbeing.</li> <li>• provide a home for life, with flexibility in care and support to meet changing need.</li> <li>• enable couples to remain living together, whereas this can be difficult in residential care.</li> </ul>	None required
Adults 16: <a href="#">Development of new Cheshire House Extra Care Scheme in Hendon</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on older adults' quality of life.</p> <p>The majority of scheme residents will be older people (a significant proportion of whom will have dementia). For this age group, the scheme will have significant positive impact in that it will:</p> <ul style="list-style-type: none"> <li>• maximise choice, offering an independent living option which is alternative to residential care</li> <li>• maximise independence, with residents being able to live in their own home, experience reduced social isolation and increased wellbeing.</li> <li>• provide a home for life, with flexibility in care and support to meet changing need.</li> <li>• enable couples to remain living together, whereas this can be difficult in residential care.</li> </ul>	None required

**Table one: Age - Positive, negative impacts and mitigations**

Ref.	Impact	Mitigation
<p>Adults 17:  <a href="#">Progression for people with a Learning Disability</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults' quality of life</p> <p>Adults of all ages may be impacted by this proposal, although based on the current demographic of adults with a learning disability in receipt of services, it is likely that this will affect a disproportionate number of 'working age' Adults. While some service users may be initially less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people's quality of life.</p>	<p>Any negative impacts will be minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p> <p>Each service user will have their case individually reviewed and assessed as to their needs. Changes to support plans will only be made following negotiation and agreement with the service user and relevant family / carers. Risk assessments will be carried out to mitigate all risks. Those carrying out assessments and support planning will consider social needs and identify other ways in which these needs can be met. Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p>
<p>Adults 18:  <a href="#">Progression for people with a Mental Health support</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults of all age's quality of life.</p> <p>Adults of all ages may be impacted by this proposal, although based on the current demographic of adults with mental health conditions in receipt of services. There are more 'working age' than 'older adults' receiving Mental Health Services.</p> <p>While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people's quality of life.</p>	<p>Any negative impacts will be minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.</p>
<p>Adults 21:  <a href="#">Employment for adults who require care and support</a></p>	<p><b>Positive impact:</b> All adults of working age accessing services will have the opportunity to benefit from the proposal at it aims to provide new day services and employment opportunities for this group.</p>	<p>To mitigate any negative impact the council has consulted and worked with autistic people to identify the types of roles young people would like to access and are now working to identify job roles across Education,</p>

Table one: Age - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>Young adults</p> <p>Feedback from young adults and their families have identified that younger adults would like to be able to do activities and develop networks with people of a similar age. Person-centred services will enable younger adults to better tailor their support to meet their specific needs. Young adults (aged 18-25 years) who may have either low needs or very complex needs will benefit from having a menu of person-centred options to support them to progress to greater independence by: developing their skills and confidence; supporting them to access education and employment; developing their social networks and supporting them to be an active part of their local community.</p>	<p>Health, Care and the Voluntary Sector and supporting employers with training and advice. We have also worked with autistic adults to identify challenges they may face in entering or staying in employment, they want face to face local holistic support covering employment, welfare rights and housing and we are working with to address some of these challenges through increased awareness of duties under equalities legislation to make reasonable adjustments. This dialogue is ongoing and helping to shape our commissioning plan for employment and day opportunities.</p> <p>Bright Futures includes an employment service and works alongside the Autism Advisors service funded by NHS North Central London ICB</p>
<p>H&amp;G 6, 7,6c.  <a href="#">Development of affordable housing supply</a></p>	<p><b>Positive Impact:</b> This proposal will have a positive impact on younger and older residents.</p> <p>With the council acquiring units itself, it is better able to ensure a type and quality of homes to meet the requirements of those in housing needs, specifically suitable for young families and older people.</p>	<p>None required</p>

## Disabilities

Eleven out of the fourteen EqIAs completed show a positive impact on people with disabilities, details of which can be found in Table two below.

Two out of the fourteen EqIAs completed showed a possible a minor negative impact people with disabilities, these are relating to:

- the increased charges included in the Fairer charging fees and charges policy
- the impact of stopping Waking Night Support

These impacts have been thoroughly considered and the following mitigations have been identified. It is anticipated that further mitigations will be put in place as and when proposals and projects develop.

Table two below illustrates the impacts on people with disabilities and the mitigating actions where there is a possible negative impact.

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adult 1, 2, 12, 13, 14: <a href="#">Updating our approaches to commissioning and care purchasing to meet people’s evolving needs</a>	<b>Positive impact:</b> The proposal will have a positive impact on disabled people, who are more likely to access care and support services than the non-disabled population.  This approach will focus on working with care providers to support independence and progression, and ensuring people have the right support from their care providers for their specific requirements.	None required
Adults 3: <a href="#">Fairer charging fees and charges policy</a>	<b>Minor negative impact:</b>  Whilst not all people in receipt of services will be registered as disabled, we can assume that almost all have a “physical or mental impairment that has a substantial and long-term adverse effect on [their] ability to carry out normal day-to-day activities”. As changes will mean that charges are increased, this could be seen as a negative impact, with some service users being initially dissatisfied with additional charges.  However, charges are applied objectively based on people’s ability to pay and following a financial assessment, not based on their age.	Any negative impacts will be minimised by. <ul style="list-style-type: none"> <li>• Continuing with our robust process of financial assessments for people, as per the Fairer Contributions Policy.</li> <li>• Monitoring the number of issues raised regarding the change to charges (which will be communicated to before implementation in April 2020) as well as monitoring those falling into debt with the Council due to non-payment.</li> </ul>

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	Furthermore, increases bring the charges in line with market costs for homecare / are reflective of actual costs incurred by the council for brokering support. This remains fair for these people.	
Adults 4: <a href="#">Waking Night Support Proposal</a>	<p><b>Minor negative impact:</b> Adults with a disability may be impacted by this proposal.</p> <p>Most tenants at the three sites will have some form of disability. Therefore, any changes to the waking night support will have a disproportionate impact on people with this characteristic. Although the majority of residents are not currently using the waking night support service, some may still be dissatisfied to have the service withdrawn.</p>	<p>Any negative impacts will be minimised by:</p> <ul style="list-style-type: none"> <li>• By our person-centred approach to social work, which includes the consideration each tenants individual protected characteristics and wellbeing needs through the offer of a Care Needs Assessment</li> <li>• A Care Needs Assessment will allow each tenant to have their care and support needs individually assessed or reviewed to their personal individual needs by a professional Adult Social Care worker and if appropriate offered alternative solutions to address gaps arising from changes to the waking night service. This includes assessing and mitigating risks. This offer will be provided in line with the Care Act 2014.</li> </ul>
Adults 5: <a href="#">Assistive technology</a>	<p><b>Positive impact:</b> Based on the resident feedback on care and support interventions including assistive technology, enhancement of Assistive Technology will lead to an overall positive impact for residents.</p> <p>All residents using assistive technology will have care and support needs related to disability or health support needs. Resident feedback suggests that the impact of the proposal will be positive.</p>	None required
Adults 8: <a href="#">Enablement</a>	<p><b>Positive impact:</b> This proposal should have a positive impact on people with physical support needs.</p> <p>The data indicates that the majority of people impacted by this change will have physical support needs. The enablement service will support people with physical support needs through their recovery journey following hospital discharge so they can become more</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people's goals and wishes.

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>physically enabled and able to carry out day to day tasks independently.</p> <p>5While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people’s quality of life.</p>	
<p>Adults 10,18:</p> <p><a href="#">Enhanced Prevention Offer</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on disabled people.</p> <p>The majority of new services users have needs for care and support, the highest proportion having physical support needs. While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support. overall, this should have a positive impact on people’s quality of life.</p>	<p>Negative impacts are minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes.</p>
<p>Adults 11,22:</p> <p><a href="#">Housing Adults who require care and support.</a></p>	<p><b>Positive impact:</b> The proposal will have a positive impact on disabled people, who are more likely to access care and support services than the non-disabled population.</p> <p>Disabled people are also at greater risk of homelessness. Greater opportunities to access housing tenancies will give people more options to live independently. People with learning disabilities are more likely to be living independently in Barnet compared to the national and regional averages, however there are still opportunities to support more people to do so.</p>	<p>None required</p>
<p>Adults 15:</p> <p><a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a></p>	<p><b>Positive impact:</b> The scheme is designed for older people with various health conditions and frailty, and for younger adults with disabilities (for whom living in an older people setting would be appropriate).</p> <p>The whole scheme is fully accessible to wheelchair users with:</p> <ul style="list-style-type: none"> <li>• 100% wet-room bathrooms with shower only</li> <li>• two lifts to facilitate emergency exit</li> <li>• strengthened ceilings in bedrooms for hoists as required</li> <li>• other facilities compliant with lifetime homes.</li> </ul>	<p>None required</p>



Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>There are a number of flats that have been specifically allocated for wheelchair users. The flats allocated for wheelchair users will have kitchens that allow for the surfaces to be lowered and raised, plug sockets at a height appropriate for wheelchair users and hallway space for electronic wheelchairs to be charged.</p> <p>For disabled people, the scheme will have significant positive impact in that it will:</p> <ul style="list-style-type: none"> <li>• maximise choice, offering an independent living option which is alternative to residential care</li> <li>• maximise independence, with residents being able to live in their own home, experience reduced social isolation and increased wellbeing.</li> <li>• provide a home for life, with flexibility in care and support to meet changing need.</li> <li>• enable couples to remain living together, whereas this can be difficult in residential care.</li> </ul>	
<p>Adults 16:</p> <p><a href="#">Development of new Cheshir House Extra Care Scheme in Hendon</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults with a disability.</p> <p>The scheme is designed for older people with various health conditions and frailty, and for younger adults with disabilities (for whom living in an older people setting would be appropriate). The whole scheme is fully accessible to wheelchair users with:</p> <ul style="list-style-type: none"> <li>• 100% wet-room bathrooms with shower only</li> <li>• two lifts to facilitate emergency exit</li> <li>• strengthened ceilings in bedrooms for hoists as required</li> <li>• other facilities compliant with lifetime homes.</li> </ul> <p>There are a number of flats that have been specifically allocated for wheelchair users. The flats allocated for wheelchair users will have kitchens that allow for the surfaces to be lowered and raised, plug</p>	None required

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>sockets at a height appropriate for wheelchair users and hallway space for electronic wheelchairs to be charged.</p> <p>For disabled people, the scheme will have significant positive impact in that it will:</p> <ul style="list-style-type: none"> <li>• maximise choice, offering an independent living option which is alternative to residential care</li> <li>• maximise independence, with residents being able to live in their own home, experience reduced social isolation and increased wellbeing.</li> <li>• provide a home for life, with flexibility in care and support to meet changing need.</li> <li>• enable couples to remain living together, whereas this can be difficult in residential care.</li> </ul>	
<p>Adults 17:  <a href="#">Progression for people with a Learning Disability</a></p>	<p><b>Positive impact:</b> Overall this work is anticipated to have a positive impact on people with a disability by improving independence, supporting individuals in gaining and maintaining employment, and reducing the intrusiveness of care.</p> <p>All clients impacted by this proposal will have some form of disability. While some service users may be initially less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people’s quality of life.</p>	<p>Any negative impacts will be minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes.</p> <p>Each service user will have their case individually reviewed and assessed as to their needs. Changes to support plans will only be made following discussion with the service user and relevant family / carers. Risk assessments will be carried out to mitigate all risks. Those carrying out assessments and support planning will consider social needs and identify other ways in which these needs can be met.</p>
<p>Adults 18:  <a href="#">Progression for people with a Mental Health support.</a></p>	<p><b>Positive impact:</b> Overall, this should have a positive impact on people with a disability quality of life. Whilst not all people in receipt of mental health services will be registered as disabled, we can assume that almost all have a “mental impairment that has a substantial and</p>	<p>Any negative impacts will be minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes</p>

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>long-term adverse effect on [their] ability to carry out normal day-to-day activities". While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people's quality of life</p>	
<p>Adults 21:  <a href="#">Employment for adults who require care and support</a></p>	<p><b>Positive Impact:</b> The proposal will have a positive impact on disabled people:</p> <p>People with learning disabilities will benefit from having a range of person-centred options that will enable them to have greater choice about how they spend their day. They will benefit from there being a tailored and bespoke carved employment offer that will support their skills and knowledge, enabling them to increase their independence, support them to have an active role in the community, support them to access training and volunteering opportunities and to retain employment</p> <p>People with learning disabilities will benefit from having employment support through close work with employers to carve out identify sustainable employment opportunities.</p> <p>People with profound and multiple learning and physical disabilities (PMLD) who also have additional complex needs could benefit from having specialist skilled support to support their physical and emotional wellbeing, to give them greater choice in how they spend their day, enabling them to access the community. They will benefit from being supported by providers who are experienced in using assistive technology and sensory programmes to improve outcomes for people with complex needs. There will be learning (PMLD)</p> <p>Autism            People with autism will benefit from having providers that have the skills and knowledge to enable them to increase their independence,</p>	

Table two: Disabilities - Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>support them to have an active role in the community and to gain employment, training or volunteering opportunities.</p> <p>Physical disability and sensory impairment            People with physical disabilities and will benefit from having providers that have the skills and knowledge to enable them to increase their independence, support their physical and emotional wellbeing, support them to remain well and to have an active role in the community and to gain employment, training or volunteering opportunities.</p> <p>Mental health            Adults with severe and enduring mental illness face considerable social exclusion. This is evidenced through high rates of unemployment, social isolation, poorer physical health and insecure housing arrangement.            Retaining employment, securing a job, managing debt and having a secure home are key parts of recovery for adults with mental health conditions.<sup>1</sup> However, employment rates for individuals with mental health.            People with mental health conditions who require a period of additional support beyond the mainstream offer and the enablement offer provided by the mental health social care teams, will benefit from having access to intensive employment support services that can respond to people’s individual needs and supported them to gain or retain employment.</p>	
<p>H&amp;G 6, 7, 6c:  <a href="#">Development of affordable housing supply</a></p>	<p><b>Positive Impact:</b> The proposal will have a positive impact on disabled people.            With the council acquiring units itself, it is better able to ensure a type and quality of homes to meet the requirements of those in housing needs, specifically properties suitable for disabled (including wheelchair adapted) homes</p>	None required

## Marriage and Civil Partnership

Two out of the fourteen EqlAs completed show a positive impact on marriage and civil partnership. There is no negative impact in relation to marriage and civil partnership.

Table three below illustrates the impacts on Marriage and Civil Partnership.

Table three: Marriage and Civil Partnership – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 15: <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on older adults who are married or in a civil partnership, as couples will be able to live together whereas this is difficult in residential care.</p> <p>Positive impact on couples who are unmarried for the above reason. No impact on people who are unmarried and not in a couple relationship.</p>	None required
Adults 16: <a href="#">Development of new Cheshir House Extra Care Scheme in Hendon</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on older adults who are married or in a civil partnership, as couples will be able to live together whereas this is difficult in residential care.</p> <p>Positive impact on couples who are unmarried for the above reason. No impact on people who are unmarried and not in a couple relationship.</p>	None required

## Race /Ethnicity

Eight out of the fourteen EqlAs completed show a positive impact on Race and/Ethnicity, details of which can be found in Table five below.

The EqlAs showed no negative impacts on Race and ethnicity.

Table five below illustrates the impacts on race and ethnicity and the mitigating actions.

Table Five: Race and ethnicity – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adult 1, 2,12, 13, 14: <a href="#">Updating our approaches to commissioning and care purchasing to meet people’s evolving needs</a>	<p><b>Positive impact:</b> Adults of all ethnic backgrounds may be positively impacted by this proposal in particular Black residents:</p> <ul style="list-style-type: none"> <li>○ We know that adult social care users are broadly representative of Barnet’s wider population. However, when it comes to mental health and learning disabilities, Black residents are disproportionately represented.</li> <li>● Part of this proposal focuses on supported living for mental health and learning disabilities, and so could have a positive impact on these groups.</li> <li>● Person centred support plans and commissioning approaches will also continue to ensure that people’s cultural needs are met. The proposal supports the council’s Equalities, Diversity and Inclusion principle of an inclusive and cohesive borough and the development of inclusive communities.</li> </ul>	None required
Adults 8: <a href="#">Enablement</a>	<p><b>Positive impact:</b> This proposal should have a positive impact on all adults of different race and ethnic backgrounds.</p> <p>The data shows that the proportions of people who received reablement services by race/ethnicity in 22/23 is in correlation to the Census 2021 data. The percentages were comparable (within 5%) for all ethnic groups suggesting no significant disproportionality by race for those receiving reablement services.</p> <p>The enablement service will support people with physical support needs through their recovery journey following hospital discharge so they can become more physically enabled and able to carry out day to day tasks independently.</p>	None required

Table Five: Race and ethnicity – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 11,22: <a href="#">Housing Adults who require care and support.</a>	<p><b>Positive impact:</b> The proposal will have a positive impact on adults from different race and ethnic backgrounds.</p> <p>The proposal will be open to adults from different race and ethnic backgrounds and will give these groups greater opportunities to access housing tenancies s more options to live independently. Race and ethnic cultural requirements will continue to be taken into account in social care reviews and support planning, to ensure no disproportionate impact.</p>	None required
Adults 15: <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults from different race and ethnic backgrounds quality of life.</p> <p>The service specification will require personalised care and support to be provided in a culturally appropriately manner to meet the needs of Barnet’s diverse communities.</p> <p>People of all ethnic groups will be admitted to the scheme, and this will be reflected in the allocations policy. Places will be allocated on the basis of need, and not on the basis of race / ethnicity.</p>	
Adults 16: <a href="#">Development of new Cheshir House Extra Care Scheme in Hendon</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults from different race and ethnic backgrounds quality of life.</p> <p>The service specification will require personalised care and support to be provided in a culturally appropriately manner to meet the needs of Barnet’s diverse communities.</p> <p>People of all ethnic groups will be admitted to the scheme, and this will be reflected in the allocations policy. Places will be allocated on the basis of need, and not on the basis of race / ethnicity.</p>	
Adults 18: <a href="#">Progression for people with a Mental Health support</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults from different race and ethnic backgrounds quality of life.</p> <p>Adults of all racial and ethnic backgrounds may be impacted by this proposal. However recent data suggests that black residents are twice as likely to access mental health support services than the majority white group. This rises to three times more likely for those in the</p>	Any negative impacts are minimised by our strengths-based approach to social work, with assessments considering of people’s resources and strengths.

Table Five: Race and ethnicity – Positive, negative impacts and mitigations		
Ref.	Impact	Mitigation
	<p>20 to 39 age range. This suggests that this group may be disproportionately impacted by the proposals.</p> <p>However, while some people may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people’s quality of life across all ethnic groups.</p>	
<p>Adults 21:  <a href="#">Employment for adults who require care and support</a></p>	<p><b>Positive impact:</b> Adults of all racial and ethnic background may be impacted by this proposal and based on current demographics of service users compared to the overall makeup of the Barnet population, no disproportionate impact is expected.</p> <p>The proposal supports the council’s Equalities, Diversity and Inclusion principle of an inclusive and cohesive borough and the development of inclusive communities</p>	<p>Any negative impacts will be minimised by our person-centred approach to social work, with assessments considering people’s goals and wishes.</p> <p>Person centred support plans will also enable service users to specify any specific support requirements they need to enable them to meet cultural needs.</p>



## Religion or belief

Five out of the fourteen EqIAs completed show a positive impact on religion and belief, details of which can be found in Table six below.

None of the EqIAs completed showed negative impact on religion and belief.

Table six below illustrates the impacts on people from different ethnic back grounds and the mitigating actions where there is a possible negative impact.

<b>Table Six: Religion or belief – Positive, negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
Adults 8: <a href="#">Enablement</a>	<p><b>Positive impact:</b> This proposal should have a positive impact on all adults of different race and ethnic backgrounds.</p> <p>The enablement service will continue to be take into account religious beliefs and cultural requirements in enablement goal setting, assessments and reviews.</p>	None required
Adults 11,22: <a href="#">Housing Adults who require care and support.</a>	<p><b>Positive impact:</b> The scheme will have a positive impact on all adults from different religions and beliefs.</p> <p>The proposal will be open to all adults from different religions and beliefs and will give these groups greater opportunities to access housing tenancies more options to live independently.</p> <p>Religions and beliefs cultural requirements will continue to be taken into account in social care reviews and support planning, to ensure no disproportionate impact.</p>	None required
Adults 15: <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults from different religions or beliefs quality of life.</p> <p>The service specification will require personalised care and support to be delivered in a culturally sensitive way, taking into account each resident’s religion or belief. People of all faiths or none will be admitted to the scheme, and this will be reflected in the allocations policy. Places will be allocated on the basis of need, and not on the basis of religion or belief.</p>	None required

<b>Table Six: Religion or belief – Positive, negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
Adults 16: <a href="#">Development of new Cheshir House Extra Care Scheme in Hendon</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults of different religions or beliefs' quality of life.</p> <p>The service specification will require personalised care and support to be delivered in a culturally sensitive way, taking into account each resident's religion or belief.</p> <p>People of all faiths or none will be admitted to the scheme, and this will be reflected in the allocations policy. Places will be allocated on the basis of need, and not on the basis of religion or belief.</p>	None required
Adults 18: <a href="#">Progression for people with a Mental Health support</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on adults from different religion or beliefs quality of life.</p> <p>The service data for people receiving mental health support showed more detailed categories for religious groups compared to the Census data (i.e. Christianity and Islam broken down to denominational groups) so no true comparisons can be made against the Census data. However, there is no reason to suspect that religious groups will be adversely affected by the proposals and religious beliefs and cultural requirements will continue to be taken into account in social care reviews and support planning.</p>	Negative impacts are minimised by our strengths-based approach to social work, with assessments considering of people's resources and strengths.

## Sex

Eight out of the fourteen EqIAs completed show a possible positive impact on sex, details of which can be found in Table seven below.

One out of the fourteen EqIAs completed show a possible minor negative impact on sex, which was relating to the increased charges included in the Fairer charging fees and charges policy and with women being slightly more impacted, this is because there is a greater proportion of females in this cohort.

The impact has been thoroughly considered and the following mitigations have been identified. It is anticipated that further mitigations will be put in place as and when proposals and projects develop.

Table seven below illustrates the impacts on sex and the mitigating actions where there is a possible negative impact.

<b>Table seven: Sex – Positive and negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
Adult 1, 2, 12, 13, 14: <a href="#">Updating our approaches to commissioning and care purchasing to meet people’s evolving needs</a>	<b>Positive impact:</b> The proposal will have a positive impact on both sex by enabling more progression focused accommodation and support which meets a greater range of needs.	None required
Adults 3: <a href="#">Fairer charging fees and charges policy</a>	<p><b>Minor negative impact:</b> Adults of both sexes may be impacted by this proposal, however there is a greater proportion of females in this cohort than the wider Barnet / national population so female could be more impacted.</p> <p>As changes will mean that charges are increased, this could be seen as a negative impact, with some service users being initially dissatisfied with additional charges.</p> <p>However, charges are applied objectively based on people’s ability to pay and following a financial assessment, not based on their sex. Furthermore, increases bring the charges in line with market costs for homecare / are reflective of actual costs incurred by the council for brokering support. This remains fair for these people.</p>	<p>Any negative impacts will be minimised by.</p> <ul style="list-style-type: none"> <li>Continuing with our robust process of financial assessments for people, as per the Fairer Contributions Policy.</li> <li>Monitoring the number of issues raised regarding the change to charges (which will be communicated to before implementation in April 2020) as well as monitoring those falling into debt with the Council due to non-payment.</li> </ul>

<b>Table seven: Sex – Positive and negative impacts and mitigations</b>		
<b>Ref.</b>	<b>Impact</b>	<b>Mitigation</b>
Adults 8:  <a href="#">Enablement</a>	<b>Positive impact:</b> This proposal should have a positive impact on both sexes, with their being a more positive impact on females: <ul style="list-style-type: none"> <li>Based on 22/23 reablement data there was a significantly greater proportion of females (62%) who received the service compared to males (38%) more females are like to benefit form the - proposals.</li> </ul>	None required
Adults 10,18:  <a href="#">Enhanced Prevention Offer</a>	<b>Positive impact:</b> Overall, this should have a positive impact on both sexes. While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people’s quality of life.	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes.
Adults 11,22:  <a href="#">Housing Adults who require care and support.</a>	<b>Positive impact:</b> The scheme will have a positive impact on both sexes.  The proposal will give both sexes greater opportunities to access housing tenancies s more options to live independently.	None required
Adults 15:  <a href="#">Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak</a>	<b>Positive impact:</b> The scheme will have positive impact on all potential residents regardless of sex.  Due to the higher proportion of women among Barnet’s older people population, it is likely that there will be a slightly higher proportion of women than men living in the scheme due to the following factors: <ul style="list-style-type: none"> <li>There are more women than men in the older population in Barnet.</li> <li>As age increases, the ratio of women to men in the Barnet population increases, and dementia becomes more common with age.</li> <li>More women than men are affected by health issues and therefore are more likely to have care needs.</li> <li>Women are more likely to develop dementia than men. This is mostly because women tend to live longer than men and as</li> </ul>	None required

Table seven: Sex – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
	dementia becomes more common with age, more women develop the condition.	
Adults 16: <a href="#">Development of new Cheshir House Extra Care Scheme in Hendon</a>	<p><b>Positive impact:</b> The scheme will have positive impact on all potential residents regardless of sex.</p> <p>Due to the higher proportion of women among Barnet’s older people population, it is likely that there will be a slightly higher proportion of women than men living in the scheme due to the following factors:</p> <ul style="list-style-type: none"> <li>• There are more women than men in the older population in Barnet.</li> <li>• As age increases, the ratio of women to men in the Barnet population increases, and dementia becomes more common with age.</li> <li>• More women than men are affected by health issues and therefore are more likely to have care needs.</li> <li>• Women are more likely to develop dementia than men. This is mostly because women tend to live longer than men and as dementia becomes more common with age, more women develop the condition.</li> </ul>	None required
Adults 18: <a href="#">Progression for people with a Mental Health support</a>	<p><b>Positive impact:</b> Overall, this should have a positive impact on both sexes’ quality of life.</p> <p>Adults of both sexes may be impacted by this proposal, however there is a greater proportion of males in this cohort. Proportionately more males will be subject to regular.</p> <p>While some service users may be less satisfied if they receive lower levels of support / more independence-focussed support, overall, this should have a positive impact on people’s quality of life review and strengths-based provision of care.</p>	Any negative impacts are minimised by our person-centred approach to social work, with assessments considering of people’s goals and wishes.

Table seven: Sex – Positive and negative impacts and mitigations		
Ref.	Impact	Mitigation
Adults 21: <a href="#">Employment for adults who require care and support</a>	<b>Positive impact:</b> The scheme will have positive impact on all potential residents regardless of sex.	None required

### Other key groups

There are four other key identified groups that may experience positive impact from the 2024/25 saving and income proposals. These include carers, people with mental health issues, people on a low income, and people with a history of homelessness, .

Further details are provided below:

#### Positive impacts:

- Adults 1, 2,12, 13, 14 Updating our approaches to commissioning and care purchasing to meet people’s evolving needs: Carers, may experience a positive impact
- Adults 5 Assistive technology: People on low incomes as well as carers and family member may experience a positive impact
- Adults 8 Enablement: Carers, may experience a positive impact.
- Adults 10, 18 Enhanced Prevention Offer: Carers, may experience a positive impact.
- Adults 11,22 Housing Adults who require care and support: Carers, may experience a positive impact.
- Adults 15 Procurement of care and support at Atholl House Extra Care Housing Scheme in Burnt Oak: Carers, People with mental health issues, and people on low income may experience a positive impact
- Adults 16 Development of new Cheshir House Extra Care Scheme in Hendon: Carers, People with mental health issues, and people on low income may experience a positive impact
- Adults 17: Progression for people with a Learning Disability: Carers may experience a positive impact.
- Adults 18 Progression for people with a Mental Health support: Carers and people on low incomes may experience a positive impact.
- Adults 21 Employment and day opportunities: Carers may experience a positive impact.

#### Negative impact:

- Adults 4 Waking Night Support Proposal: Those with a history of homelessness may experience a minor negative impact.

## 8. Results from the budget consultation

The council consulted on its 24/25 budget between 21 December 2023 and 22 January 2024. A total of 114 individuals responded to the Budget Consultation survey, and two written e mails were received.

A break-down of respondents by protected characteristic is provided in the accompanying Appendix H. Due to the completion of the questions on protected characteristics, it has not been possible to analyse the survey results by protected characteristics.

## 9. Conclusions

For the 2024/25 budget, fourteen saving / income proposals carried out EqlAs. Overall, twelve EqlAs have forecasted an outcome of positive impact and two have forecast to give a minor negative impact.

Analysis of the cumulative effect of these EqlAs on residents have been summarised below:

- Overall, it has been identified that there may be some cumulative negative impact on older people and disabled people - this is due to accumulation of impact in terms of the Fairer Charging Fees and Charges Policy and the Waking Night Support proposal EqlAs.
- In terms of the other twelve EqlAs, the analysis has also identified that there may be some cumulative positive impacts on younger people; older people; disabled people, people from different ethnicity, race; faith and beliefs; and both sexes.
- In addition to those with protected characteristics, Carers, people on low income, and people with mental health issues may be positively impacted by the 2024/25 budget.

The CEqlA underlines that as the council takes some difficult decisions about service provision, we identify and take practical steps to mitigate, wherever possible, any negative impacts of specific proposals for our residents including the protected characteristics and other vulnerable groups.

The council is satisfied that this CEqlA demonstrates how we have paid due regard to equalities, analysed the individual and cumulative impacts of our proposals, taking account of any negative impact from previous years and making every effort to avoid, minimise and mitigate any negative impacts wherever possible (as outlined in the individual EqlAs). However, given the scale of savings the council is obliged to make, change is inevitable.

## 10. Looking Forward

The EqlA process is an iterative process. As Budget proposals are implemented, they will be kept under review and further equalities analysis will be undertaken and individual EqlAs updated as these proposals develop.