

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

Salvation Army Hostel Specification

1.2 Officer(s) and section or service responsible for completing the assessment

Acting Head of Housing, Salvation Army, Supporting People team

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

To give details of the service that will be provided by the hostel when it opens, including access, referral and operational management.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

Supporting People providers

Service Users

Partners e.g. LA, PCT, Probation, other service providers, referral agencies.

Intention is to provide supported accommodation for single homeless males to access.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

The Salvation Army has consulted fully with Isle of Wight Council, RydeTown Council and local residents during the build process. Major Dean Logan attended a meeting of the Ryde Town Council Planning Group to update on Operational matters. The Centre Manager of the project, once in post, will actively liaise with approved referral agencies. An open day is being scheduled for local referring agents and residents of Green Street to view the property and discuss issues of interest and concern.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

Residents of the hostel will be supported under the outcomes framework of Supporting People, one of which is to 'make a positive contribution'.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

Supporting People is directly related to one of the 35 National Indicator Sets chosen by the Council (NI 141) and contributes to the Island Strategic Partnership (ISP) theme of 'Healthy and Supportive Island'. It is also indirectly related to a number of other national indicators and

supports the Council's corporate social responsibility to improving outcomes for vulnerable people.

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

Providers must have policies in place in regard to diversity. By reviewing services against our Quality Assessment Framework we can ensure that there is equity across the six diversity strands to demonstrate we meet the needs of vulnerable people on the Island.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

The service will be run by the Salvation Army, monitoring of the service will be the responsibility of the Supporting People team.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Provider performance workbooks, Client schedules, Information Observatory, Indices of Multiple Deprivation, SP Needs Analysis 2007, Census data, Joint Strategic Needs Analysis (JSNA), Centre for Housing Research (CHR) data, Homeless statistics, Homelessness Strategy and Island Housing Strategy, Salvation Army Operational Management Plan.

2.2 Equalities profile of users and beneficiaries

According to the 2001 census, 96.76% of Isle of Wight residents considered themselves to be white British, this being slightly higher than average for the South East.

The 2001 census also shows that the Island had a higher than average proportion of persons with a limiting long term illness, 21.9% as opposed to 15.4% across the South East.

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

None to date. Service is not yet open so this will be monitored.

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

The hostel is unable to accommodate children or women.

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

The service aim is to reduce the number of single homeless males on the Island while providing structured opportunities for them to make a positive contribution to the local community.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 7 strands of diversity covered in the Authority's single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: *(please refer to the guidance for additional information)*

	Reason, evidence, comment						
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief	Geographical Location
Barriers, negative impact			No women		18+ in hostel, some 16/17 year olds in exceptional circumstances		Hostel only accessible to Isle of Wight residents or those with a substantial local connection
Neutral impact	Hostel accessible to all regardless of race	Hostel accessible to all regardless of disabilities		Hostel accessible to all regardless of sexual orientation		Hostel accessible to all regardless of religious belief	
Positive impact	Hostel will provide equalities monitoring information as part of Quality Assessment Framework for Supporting People contract and will be required to have an Equalities Action Plan and Equalities Scheme.						

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (please refer to the guidance for additional information)

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

The negative impacts identified above are intended. The hostel is not equipped to have children in residence, and has been designed for single male homeless, but staff will be able to signpost any approaches by women to other services.

The age restrictions will be considered on an individual basis and the geographical restrictions are a result of local planning restrictions.

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future

Hostel staff will need to be able to signpost those that are not able to access their service to other appropriate services. Equalities monitoring of referrals will be continually reviewed.

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

Not applicable.

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Equalities monitoring is part of the Quality Assessment Framework of Supporting People and as such will be continuously reviewed and improved.

4.5 How will any service, policy, procedure, practice or project be implemented?

The Salvation Army will be responsible for implementing the service.

4.6 As 4.5 above please identify training requirements

None identified.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

No

5.2 What are the main areas requiring further attention?

Monitoring of approaches to service and ensuring that those who are unable to access the service are appropriately signposted.

5.3 Summary of recommendations for improvement

Continuous monitoring of equalities data.

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

As part of Supporting People service review programme this will be monitored using the Quality Assessment Framework.

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

Ongoing.

Part 6 Action / improvement plan

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

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

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race					
Disability					
Age	Monitor referrals for 16/17 year olds to ensure equality	Keith Hopkins	Ongoing	Part of service review process	
Religious and Philosophical belief					
Gender	Ensure any people that are unable to access the service are signposted to more appropriate services	Keith Hopkins	Ongoing	Part of service review process	
Sexual orientation					
Geographical location	Monitor referrals	Keith Hopkins	Ongoing	Part of service review process	
All of the above					

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council’s website, and return it to the HR OD & Diversity Manager.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

Race	<input type="checkbox"/>	Gender	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Other	<input type="checkbox"/>	All	<input checked="" type="checkbox"/>