



# City of Edinburgh Council Record of Equality and Rights Impact Assessment

## Part 1: Background and Information

### (a) Background Details

Please list ERIA background details:

**ERIA Title and Summary Description:** Oxfgangs/ Firrhill Neuk Day Service (name yet to be confirmed)

Service Area	Division	Head of Service	Service Area Reference No.
Health and Social Care	Day Services		

### (b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
Opening of new day service for older people - Oxfgangs/ Firrhill Neuk	04/03/16

**(c) When is it due to be reviewed?** (insert furthest away date if question relates to a number of review dates)

### (d) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
Caroline Clark	Planning and Commissioning Manager - Older People
Marion Randall	Service Manager - Care Homes and Day Services for Older People
David White	Interim Locality Manager - South West

## Part 2: Evidence and Impact Assessment

### (a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
Live Well in Later Life 2012-22	
Commissioning Plan for Social Care Day Services for Older People 2012-17	
ERIA - Commissioning Plan for Social Care Day Services for Older People 2012-17	
Up and About or Falling Short. A report of the findings of a mapping of services for falls prevention and management and fracture prevention in older people in Scotland. Published by the Scottish Government in 2012. Access at: <a href="http://www.scotland.gov.uk/Publications/2012/05/6979">http://www.scotland.gov.uk/Publications/2012/05/6979</a>	
Report on the findings of the consultation on the future of day services for older people from minority ethnic communities, Health Social Care and Housing Committee 17 June 2014	

### (b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Summary of Enhancements of Rights

##### Life

Helping people live as independently as possible for as long as possible in their own homes and communities is a key aim of Live Well in Later Life, Edinburgh's Joint Commissioning Plan for Older People 2012-22. Day services play an important role, as part of a wider range of services, in supporting people to continue to live in the community, by providing socialisation, improved health and wellbeing, and providing a break for unpaid carers.

##### Health

Improved health and wellbeing for older people is a key outcome for all day services in the

city. The new service at Oxfgangs will provide both short term programmes of the 'Be-able' service and longer term day services for people that need them. Be-able provides short term (14 – 16 week) programmes focused on improving and maintaining mobility, cognition, daily living skills, building confidence and maximising independence.

#### Physical security

Feeling safe is a key quality of life outcome, supported by day services for older people. Day services, particularly the Be-able service, work with people to improve their confidence. This includes improving mobility, function and balance, confidence in their physical ability as well as emotional well-being and the formation of social connections. Falls prevention is a key focus of the Be-able service. 50% of people aged 80+ fall each years and the consequences can be significant for the older people, in terms of injury, loss of confidence and further decline which often follows a fall. Falls are also costly for health and social care services; in Scotland the cost of managing the consequences of falls is in excess of £470 million.

#### Legal Security

Day services provide a range of support for older people which may include signposting service users to appropriate information, advice and support in relation to, financial, welfare rights and advocacy services.

#### Education and learning

Lifelong learning is a factor in successful ageing. Activities in day services include those which focus on keeping mentally active. Day services also have a role in encouraging service users to remain connected to community activities and resources which may be through classes, library resources or adult education courses.

#### Standard of Living

Registered day services provide personal care for service users that require it. This may include washing and showering. Nutritional meals and snacks are provided by day services. These services have an important role in the standard of living for frail, older people living in the community. Signposting to welfare advise services and providing a break for unpaid carers, who can often be under considerable stress, all contribute to improved standards of living.

#### Productive and valued activities

Day services provide an important opportunity for service users to take part in a range of productive and valued activities. Programmes of meaningful physical and cognitive activities are tailored to individuals, and are shaped based on feedback from service users.

#### Individual, family and social life

The value of family connections in older age has been identified within research studies however it has also been recognised that some older people do not have family members on whom they can rely. Day services provide an important opportunity for isolated older people to foster quality social networks.

#### Identity, expression and respect

Day services provide personalised services, based on individual choice and support tailored to the individual goals and needs of the service user. Day service are delivered through close co-operation with and listening to the views of people who use the service and where appropriate, family carers and friends.

#### Participation, influence and voice

Day services ensure that people contribute to and are fully involved in the development and regular review of their Personal Plan, have a variety of opportunities to express their views on the service and are actively involved in the development of the services – through one to one conversations, group discussion and questionnaires.

### **Summary of Infringement of Rights**

Can these infringements be justified? Are they proportional?

This ERIA relates to the opening of a new day service in Oxcgangs. This service also replaces existing day services provided from Oaklands Care Home in Morningside and Jewel House in Bingham. The location of the new service addresses a previous gap in registered day service provision in the Oxcgangs area. Morningside has two other registered day services: the Eric Liddell Centre and The Open Door. Two registered services also cover the Bingham area: Caring in Criagmillar and Lifecare's Cottage Companions.

The service users currently attending Oaklands Day Service will transfer to the new centre, accessible transport will be provided, and consultation and support has been provided during the transition which has been carefully planned over a long period of time. The new service will provide a safer, more accessible and fit for purpose building which will be able to support a larger number of service users. Service users who previously attended the Jewel House Day Service have already been relocated to other appropriate services in the area. Within this context, efforts have been made to ensure that the impact on existing service users is minimal and that no rights are being infringed.

### **(c) Equality Impact Assessment – Summary**

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### **Positive Impacts**

All day services for older people take positive action to combat discrimination and identify individual needs arising from specific ethnic, religious, cultural, gender, sexuality, disability or age requirements and ensure their staff are able to meet these needs.

Age - Registered day services provide support for older people (over 65) who are socially isolated or with unpaid carers experiencing high levels of stress due to their caring responsibilities. The criteria for these services mean that the majority of service users are aged over 80 years old. The services and activities are suitable for this age group, whilst also

recognising that older people are not a homogenous group, and offering personalised services.

Disability – Day services provide support for older people who are frail, have mobility difficulties, physical disabilities, cognitive impairment, dementia and mental health issues. Accessible transport and buildings are provided to ensure that older people can access the service.

Sex, sexual orientation, marriage/ civil partnership – all day services take positive steps to ensure that they are welcoming of people of all gender identities and/ or sexual orientations. This includes staff training and action taken to address any discrimination or negative behaviour from other service users. Activities are personalised to the individual, based on their preferences, avoiding stereotypes or assumptions.

#### **Negative Impacts**

Age – The criteria for the service does exclude younger adults. However, the focus of the services on older, frail adults, means that the service is unlikely to be suitable for, and would not be chosen by, adults under 65. The City of Edinburgh Council provides and funds other services for younger adults with health and social care needs. However, each case will be considered on an individual basis.

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### **Positive Impacts**

The advancement of equality of opportunity is a key aspect of day services for older people, which aim to minimise any disadvantage faced by older people attending the services, whether through disability, dementia, frailty or isolation. The services are tailored to meet the needs of the people attending the services in a personalised way as possible.

The catchment area for the new day service includes Oxfords and part of Wester Hailes which are areas of multiple deprivation. The provision of an accessible day service for older people in this area aims to minimise the disadvantage faced due to factors relating to their age, health, social and economic background.

#### **Negative Impacts**

None anticipated

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### **Positive Impacts**

Day services aim to tackle prejudice or discrimination (see section 1 above).

The report on the findings of the consultation on the future of day services for older people from minority ethnic communities, shows how services tailored to the needs of older people from minority ethnic communities ('specialist' services) are valued by service users and families. The report also sets out the importance of mainstream services being accessible to

older people from ethnic minority groups, and for specialist services to provide 'bridging' support into mainstream services.

**Negative Impacts**

None anticipated

### Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

#### (a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps

#### (b) Recommendations

Please record SMART recommendations which may include actions to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts
- (iv) further advance equality and rights, and promote good relations.

Recommendation	Responsibility of (name)	Timescale
To continue to communicate well with and support existing service users in the transition to the new service location	Marion Randall	

#### (c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
07/03/16	David White - Interim Locality Manager SW	