



# **Equality Impact Assessment (EIA)**

**For Lead Person's Reference:** Decision to keep open Fernleigh Resource Centre

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Corporate Services, Corporate Policy**

**(Final Version) 8 February 2008**

# Equality Impact Assessment

## Section 1: Your details

- (1.1) Department: **ADULT SOCIAL SERVICES**
- (1.2) Division: **Care Services**
- (1.3) Assessment Lead: **Chris Beyga**
- (1.4) Telephone: **0151 666 3624**
- (1.5) Email: **christinebeyga@wirral.gov.uk**
- (1.6) Who else will be involved in the process? (see guidance note 1)  
**Maura Noone and Lorraine Moran**
- (1.7) Please sign & date this form ..... (signed) 15 March 2011 (date)

## **Section 2: What is to be assessed?**

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Fernleigh Resource Centre

(2.2) Is this a new or existing service / function / project / strategy / policy? (please state)

The continuation of the service at Fernleigh, which offers a respite and crisis beds service for people with mental health needs, is not intended, at this stage, to be a permanent measure. Alternative providers will be sought during the next six months. The EIA for Care Services consistently identified the insufficient development of the market as a potential negative impact. Evaluation by an officer and carer panel found that this is the case for mental health respite, which has prompted the recommendation to maintain the service whilst alternatives are sought.

(2.3) Which equality impact assessment are you completing?

☒ Initial                      or                      ☐ Full

## Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

<b>Equality Group</b>	<b>Positive Impact (benefits)</b>  <b>Please number each one</b>	<b>Negative Impact (disadvantage)</b>  <b>Please number each one</b>	<b>Please rate each negative impact 'low', 'medium' or 'high'</b>  <b>See guidance note 3</b>
Disabled People	People with mental health needs will feel secure in a familiar environment.	Choice in provision will be restricted as resources will be concentrated on Fernleigh.	Low
Lesbian, Gay & Bisexual People	People who currently receive a service from Fernleigh will be compatible in familiar surroundings.	1) There may be limits in the cultural sensitivity that can be shown in the current environment. 2) Choice in provision is restricted.	Low
Women	1) Women make up x% of current users and will be secure in the current environment. 2) The largely female work- force will have some job security.	1) As resources are concentrated in Fernleigh, a women-only environment is not possible. 2) The workforce may miss other attractive re-deployment opportunities which arise.	Low
Men	Men make up x% of current users and will feel secure in the current environment.	Largely female workforce may result in a lack of gender-specific support.	Low
Transgendered People	Current users of the service will feel comfortable in familiar surroundings.	The current service may not be comfortable for other potential users and the lack of choice will restrict the ability to access respite.	Low
Black & Racial Minority People (please state which group)	As above.	1) There may be limits to the cultural sensitivity available in the current resource. 2) Choice is restricted as all resources are invested in one service.	Low – borne in mind re future options for Fernleigh as possible s/t issue.
Older People (60+)		The current service meets the needs of people under 65 years. Investing the total resource in this way restricts choice for older people.	Low

<p>Younger People (17-25) and Children</p> <p>Please state male or female</p>	<p>The service is not aimed at children. Young adults who currently use the service will feel secure in the environment.</p>	<p>1) The current service offers respite outside the family environment which restricts choice and may have a negative impact on children's experience of family life.</p> <p>2) The current service is not sufficiently aimed at meeting the needs of younger people.</p>	<p>Low</p>
<p>Religious / Faith Groups</p>		<p>Religious and faith needs cannot be met for individuals in the current environment.</p>	<p>Low</p>
<p>Other excluded groups (please state)</p> <p>Carers</p>	<p>Carers are secure in knowing that the person they are caring for will have their needs met at Fernleigh.</p>	<p>The investment of all resources in the current service restricts choice of respite for carers.</p>	<p>Low</p>

## Section 4:

### 4.1 Looking back at pages 7 & 8, in which equality areas are there concerns?

- ☒ Disability
- ☐ Sexual Orientation
- ☒ Gender
- ☒ Race
- ☒ Age
- ☒ Religion & Faith

### 4.2 Please summarise the negative impact (s)

1. This project must identify diverse care options, including those that address cultural differences to ensure that appropriate care and support services for people are established and developed and that the marketplace is able to respond to differing needs for people who use mental health services
2. This project must make all information available in formats appropriate to those who will use them; this includes a variety of formats and languages
3. The general lack of awareness around Personalisation, Transformation and Support Planning within the internal and external workforce, as well as the citizens of Wirral may hinder progress and needs to be identified as a high risk to the project.
4. The restriction in choice and availability of respite care for all service users across the strands of equality

### 4.3 What consultation has taken place with local people / groups in order to complete this full EIA?

The Options for Change Task Force undertook a comprehensive consultation recent widespread consultation process. The citizens of Wirral told the council that they felt the current facilities and services provided, particularly in relation to adult social care, were not anymore than adequate, and indeed in some cases, woefully poor therefore the need for this project became a key priority for the council.

In addition a number of forums are currently in progress to discuss next steps and options with people who use services, their families and Carers.

**4.4 What consultation has taken place with Wirral Council staff / members / those we work in partnership with / those we contract with in order to complete this full EIA?**

The Options for Change Task Force undertook a comprehensive consultation recent widespread consultation process. The citizens of Wirral told the council that they felt the current facilities and services provided, particularly in relation to adult social care, were not anymore than adequate, and indeed in some cases, woefully poor therefore the need for this project became a key priority for the council.

In addition a number of forums are currently in progress to discuss next steps and options with the workforce following the recent tranche of EVR that has taken place.

**4.5 What equality group research / studies / reports have you referred to in order to complete this full EIA?**

Wirral Council Equality and Diversity Policy  
Wirral Council Equality and Diversity Strategy  
Wirral Department of Adult Social Services Valuing Diversity Policy  
Wirral Department of Adult Social Services Involving People Policy  
Equality and Diversity Strategy GSCC8

**4.6 What monitoring / evaluation process do you use to collect equality group data (quantitative and qualitative)?**

Ongoing feedback and consultation

#### 4.7 Please list below any actions that you plan to take as a result of this full equality impact assessment

High Negative Impact	Action to be taken	Lead person	Timescale	Resource implications	Any other comments
To ensure a range of culturally diverse services and opportunities are available to enable people from these group's to exercise effective choice and control. We will explore all options and consult with all relevant stakeholders, people who use services and Carers.	1. Consult and communicate with appropriate groups and ensure they are involved in the process of developing the system.	Lorraine Moran/ Chris Beyga	March 2011 – December 2011	TBC	
	2. To ensure peoples views are listened to and used to inform future commissioning strategy	Lorraine Moran/ Chris Beyga	March 2011 – December 2011	TBC	
	3. To consult and communicate with external/internal service providers and stakeholders to translate peoples needs and therefore influence market development	Lorraine Moran/ Chris Beyga	March 2011 – December 2011	TBC	

Thank you for completing the full assessment (please email a copy of this report to [jacquicross@wirral.gov.uk](mailto:jacquicross@wirral.gov.uk))

Please note that the lead assessment person is responsible for ensuring the above actions are incorporated into your departmental plan.



## User Reference Guide

### Legislation

There are currently 6 strands to the framework of UK equality legislation:

1. Gender: Sex Discrimination Act 1975, Gender Recognition Act 2004
2. Race: Race Relations Act 1976
3. Disability: Disability Discrimination Act 1995
4. Sexual Orientation: Employment Equality [Sexual Orientation] Regulations 2003
5. Religion & Belief: Employment Equality [Religion or Belief] Regulations 2003
6. Age: Employment Equality [Age] Regulations 2006

For further information and to view amendments to the above Acts please visit [www.equalityhumanrights.com](http://www.equalityhumanrights.com) (Equality & Human Rights Commission).

### Equality Standard for Local Government

Improvement & Development Agency	<a href="http://www.idea.gov.uk">www.idea.gov.uk</a>
Local Government Association	<a href="http://www.lga.gov.uk">www.lga.gov.uk</a>
Audit Commission	<a href="http://www.audit-commission.gov.uk">www.audit-commission.gov.uk</a>
Government Equalities Unit	<a href="http://www.womenandequalityunit.gov.uk">www.womenandequalityunit.gov.uk</a>

### Useful Websites

Age Concern	<a href="http://www.ageconcern.org.uk">www.ageconcern.org.uk</a>
Breakthrough UK	<a href="http://www.breakthrough-uk.com">www.breakthrough-uk.com</a>
Communities & Local Government	<a href="http://www.communities.gov.uk">www.communities.gov.uk</a>
Disability Now	<a href="http://www.disabilitynow.org.uk">www.disabilitynow.org.uk</a>
Discrimination at Work Issues	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>
Sexual Orientation Issues	<a href="http://www.lgf.org.uk">www.lgf.org.uk</a>
Women's Issues	<a href="http://www.womenandequalityunit.gov.uk">www.womenandequalityunit.gov.uk</a>
Trans People's Issues	<a href="http://www.pfc.org.uk">www.pfc.org.uk</a>
Race Issues	<a href="http://www.runnymedetrust.org">www.runnymedetrust.org</a>
Younger People's Issues	<a href="http://www.nya.org.uk">www.nya.org.uk</a>