

## Equalities Screening Record Form Annex A

<b>Date of Screening:</b> <b>August 2023</b>	<b>Directorate: People</b>	<b>Section: Strategic Commissioning</b>
<b>1. Activity to be assessed</b>	Development of new build supported living accommodation for adults with learning disabilities, including: Procurement of Building Contractor Procurement of Housing/ Landlord Provider and Care and Support Provider	
<b>2. What is the activity?</b>	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change	
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing	
<b>4. Officer responsible for the screening</b>	Sally Cathcart-Cunnison	
<b>5. Who are the members of the EIA team?</b>	Bethan Clarke, Sally Cathcart-Cunnison	
<b>6. What is the purpose of the activity?</b>	<p>The purpose of the activity is to develop a new build supported living scheme for adults with learning disabilities and autism who have eligible adult social care needs as defined by the Care Act. A fundamental component of <u>the Care Act</u> is the 'suitability of accommodation' in meeting the 'at home' care and support needs of older and vulnerable people. The proposed design is for four 5-bedroom households on the Bridgewell site to accommodate twenty people in total.</p> <p>The proposal is that the council will build and develop the housing through the procurement of a building contractor. The council will procure a Registered Housing Provider to deliver the housing provision and landlord services and a Care and Support provider to support the individuals with person centred support packages that enable them to live as independently as possible in the community.</p> <p>The care and support service includes activities such as personal care, household care, social support, assistance with medication and be able to stay in their home even if their care and support needs change. These services will be provided 365 days a year, to people with a range of disabilities and health conditions. The activity will seek to:</p> <ul style="list-style-type: none"> <li>• Ensure individuals under the care of CTPLD maintain their independence in their local community and remain close to friends and family.</li> <li>• Make substantial revenue savings from current support costs.</li> </ul>	

			<ul style="list-style-type: none"> <li>• Ensure CTPLD are able to monitor the effectiveness of the support being provided.</li> <li>• Create opportunities to make use of latest assisted technologies.</li> <li>• Increase availability flexible accommodation.</li> </ul>						
<b>7. Who is the activity designed to benefit/target?</b>			<p>The activity is designed to target adults with a learning disability. People who are 18 years and over who are eligible for supported living defined in legislation such as the Care Act 2014. This will include, for example:</p> <ul style="list-style-type: none"> <li>• People who access social care support</li> <li>• People who access local health services</li> <li>• People with care and support needs, which includes people with a range of disabilities and health conditions.</li> </ul> <p>There are currently 121 individuals with a learning disability who are tenants of BFC commissioned properties. All are in receipt of individually tailored support packages. A review of housing needs identified that some of the properties are not suitable for the needs of many of the individuals and they are not able to be adapted to meet their needs.</p> <p>The proposed supported living scheme aims to benefit twenty adults with learning disabilities in total as the initial cohort. The design of the scheme is such that it will enable people to remain living in the scheme should their needs change. Over the lifetime of the development more people will benefit from the scheme as and when voids/ vacancies become available.</p>						
<b>Protected Characteristics</b>			<p><b>Please tick. yes or no</b></p> <p><b>Is there an impact?</b>          What kind of equality impact may there be?          Is the impact positive or adverse or is there a potential for both?          If the impact is neutral please give a reason.</p> <p><b>What evidence do you have to support this?</b>          E.g., equality monitoring data, consultation results, customer satisfaction information etc.          Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data</p>						
<b>8. Disability Equality - this can include physical, mental health, learning or sensory disabilities and includes conditions such as</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	<p>Yes.          The impact is expected to be positive.</p> <p>The scheme is intended primarily for people with learning disabilities. People may have additional physical or mental health needs:          Based on people in receipt of supported living up to and during 2022/2023 the Primary Support Reasons are:</p> <table border="1"> <thead> <tr> <th>PSR</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	PSR	Count	Percentage			
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dementia as well as hearing or sight impairment.				<table border="1"> <tr> <td>Personal Support</td> <td>15</td> <td>5.3%</td> </tr> <tr> <td>Visual Impairment</td> <td>1</td> <td>0.4%</td> </tr> <tr> <td>Dual Impairment</td> <td>1</td> <td>0.4%</td> </tr> <tr> <td>Memory &amp; Cognition</td> <td>4</td> <td>1.4%</td> </tr> <tr> <td>Learning Disability</td> <td>230</td> <td>81.6%</td> </tr> <tr> <td>Mental Health</td> <td>23</td> <td>8.2%</td> </tr> <tr> <td>Social Isolation/Other</td> <td>8</td> <td>2.8%</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>282</b></td> <td></td> </tr> </table>	Personal Support	15	5.3%	Visual Impairment	1	0.4%	Dual Impairment	1	0.4%	Memory & Cognition	4	1.4%	Learning Disability	230	81.6%	Mental Health	23	8.2%	Social Isolation/Other	8	2.8%	<b>Grand Total</b>	<b>282</b>																										
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			The scheme will increase the amount of supported living accommodation in the borough, providing greater choice for people to remain living locally.																																																		
<b>9. Racial equality</b>	Y <input checked="" type="checkbox"/>	N	Yes.																																																		
			<p>Based on people in receipt of supported living during 2022/2023 (up to as per report from LAS), indicates the ethnicity breaks down as:</p> <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Count</th> <th>Percentage</th> <th>BFC*</th> </tr> </thead> <tbody> <tr> <td>WHITE</td> <td>249</td> <td>88.3%</td> <td>86.1%</td> </tr> <tr> <td>BAME</td> <td>26</td> <td>9.2%</td> <td>13.9%</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>282</b></td> <td></td> <td></td> </tr> <tr> <td>NR</td> <td>7</td> <td></td> <td></td> </tr> </tbody> </table> <p><i>*ONS 2021 Census – all ages</i></p> <p>Below is a breakdown of the ethnicity breakdown for Bracknell Forest taken from the 2011 Census.</p> <table border="1"> <thead> <tr> <th></th> <th>White</th> <th>Mixed/ multiple ethnic group</th> <th>Asian/ Asian British</th> <th>Black/ African/ Caribbean/ Black British</th> <th>Other Ethnic Group</th> </tr> </thead> <tbody> <tr> <td>People aged 65-74</td> <td>96.45%</td> <td>0.47%</td> <td>2.34%</td> <td>0.51%</td> <td>0.24%</td> </tr> <tr> <td>People aged 75-84</td> <td>98.29%</td> <td>0.25%</td> <td>1.27%</td> <td>0.11%</td> <td>0.08%</td> </tr> <tr> <td>People aged eighty-five and over</td> <td>98.51%</td> <td>0.32%</td> <td>0.95%</td> <td>0.11%</td> <td>0.11%</td> </tr> <tr> <td>Total population aged sixty-five and over</td> <td>97.34%</td> <td>0.37%</td> <td>1.80%</td> <td>0.32%</td> <td>0.17%</td> </tr> </tbody> </table>	Ethnicity	Count	Percentage	BFC*	WHITE	249	88.3%	86.1%	BAME	26	9.2%	13.9%	<b>Grand Total</b>	<b>282</b>			NR	7				White	Mixed/ multiple ethnic group	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other Ethnic Group	People aged 65-74	96.45%	0.47%	2.34%	0.51%	0.24%	People aged 75-84	98.29%	0.25%	1.27%	0.11%	0.08%	People aged eighty-five and over	98.51%	0.32%	0.95%	0.11%	0.11%	Total population aged sixty-five and over	97.34%	0.37%	1.80%	0.32%	0.17%
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<b>10. Gender equality</b>	Y <input checked="" type="checkbox"/>	N	Neutral impact is expected																																																		
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Female	112	39.9%	51.30%
Male	169	60.1%	48.70%
<b>Grand Total</b>	<b>281</b>		
Unspecified	1	0.4%	

Age/Gender	Count	Percentage	BFC*
<b>18-64</b>			
Female	96	40.0%	50.60%
Male	144	60.0%	49.40%
<b>Total</b>	<b>240</b>		
Unspecified	1		
<b>65+</b>	Count	Percentage	BFC*
Female	16	39.0%	54%
Male	25	61.0%	46%
<b>Total</b>	<b>41</b>		

\*ONS 2021 Mid-year population estimates aged 18+

Eligibility for the service will be based on a Care Act assessment. The impact on gender equality is expected to be neutral.

However, according to the NAS, more men and boys are currently diagnosed with autism than women and girls. The most up-to-date ratio is 3:1. Studies by the NAS have found that whilst attitudes towards autism and gender are changing. Many autistic women and girls are still struggling to get the support they need.

There will be no change in eligibility for this service. The CTPLD will prioritise referrals to the service on the basis of needs.

<b>11. Sexual orientation equality</b>	Y	N <input checked="" type="checkbox"/>	Yes.	<p>Eligibility for the service will be based on a Care Act assessment. The impact on sexual orientation equality is expected to be neutral.</p> <p>Expectations around service accessibility will be specified within the contractual agreements.</p>
<b>12. Gender re-assignment</b>	Y	N	Neutral impact is expected.	<p>Eligibility for the service will be based on a Care Act assessment. The impact on gender re-assignment equality is expected to be neutral.</p>

		<input checked="" type="checkbox"/>		<p>BFC do not gather information on this equalities strand.</p> <p>According to the NAS, there is some evidence to show a link between gender dysphoria and autism, and that autistic people may be more likely than other people to have gender dysphoria (discomfort or distress when their assigned sex is different from the gender they identify with). However, there is little evidence about the reason(s) why, and some recent research suggests the link between autism and gender dysphoria is not so clear. Further research is needed. More research is also required to develop and test assessment tools, support and treatment for autistic people experiencing gender dysphoria.</p>																																				
<b>13. Age equality</b>	Y	N <input checked="" type="checkbox"/>	Yes	<p>There is no envisaged negative impact upon an individual as a result of their age.</p> <p>There will be no change in eligibility for this service. The CTPLD will prioritise referrals to the service on the basis of needs.</p> <p>The scheme is being designed to ensure that people will be able to continue living in the property should their needs change, such as increased frailty due to age.</p>																																				
<b>14. Religion and belief equality</b>	Y	N	Neutral impact is expected	<p>Based on people in receipt of supported living during 2022/2023, indicates the breakdown between religion and belief: -</p> <table border="1"> <thead> <tr> <th>Religion</th> <th>Count</th> <th>Percentage</th> <th>BFC*</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>72</td> <td>74.2%</td> <td>47.5%</td> </tr> <tr> <td>Hindu</td> <td>1</td> <td>1.0%</td> <td>2.4%</td> </tr> <tr> <td>Jewish</td> <td>2</td> <td>2.1%</td> <td>0.2%</td> </tr> <tr> <td>Muslim</td> <td>1</td> <td>1.0%</td> <td>1.8%</td> </tr> <tr> <td>No Religion</td> <td>20</td> <td>20.6%</td> <td>40.4%</td> </tr> <tr> <td>Not answered</td> <td>1</td> <td>1.0%</td> <td>5.6%</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>97</b></td> <td></td> <td></td> </tr> <tr> <td>NR</td> <td>186</td> <td></td> <td></td> </tr> </tbody> </table> <p><i>*ONS 2021 Census – all ages</i></p> <p>The 2011 Census indicates against the above, that 59.3% of people reported to be Christian, 4.8% Muslim, 1.5% Hindu, 0.8% Sikh, 0.5% Jewish, 0.4% Buddhist, 0.4% other religion and 25.1% no religion.</p> <p>See:  <a href="https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/articles/howreligionhaschangedinenglandandwales/2015-06-04">https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/articles/howreligionhaschangedinenglandandwales/2015-06-04</a> Office for National Statistics</p>	Religion	Count	Percentage	BFC*	Christian	72	74.2%	47.5%	Hindu	1	1.0%	2.4%	Jewish	2	2.1%	0.2%	Muslim	1	1.0%	1.8%	No Religion	20	20.6%	40.4%	Not answered	1	1.0%	5.6%	<b>Grand Total</b>	<b>97</b>			NR	186		
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				The impact is expected to be neutral. There will be no change in eligibility for this service. The CLDT will prioritise referrals on the basis of need.
<b>15. Pregnancy and maternity equality</b>	Y	N	Neutral impact is expected.	No evidence could be found to suggest an adverse or positive impact based on pregnancy or maternity alone.
<b>16. Marriage and civil partnership equality</b>	Y	N	Neutral impact is expected.	No evidence could be found to suggest an adverse or positive impact based on marriage or civil partnership alone.
<b>17. Please give details of any other potential impacts on any other group (e.g., those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.</b>				<p><b>People on lower incomes &amp; Armed forces community</b></p> <p>No evidence could be found to suggest an adverse impact on these groups.</p> <p><b>Carers</b></p> <p>The impact on carers is expected to be positive as the scheme will increase the amount of supported living accommodation in the borough, enabling people to remain living closer to their families.</p> <p>People will have an individual person-centred support package that enables carers to be involved as much as they can and want to be in the person's support.</p>
<b>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</b>				n/a
<b>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</b>				n/a

<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>	Y	N X	No adverse impacts have been identified.
<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	<p>The Care Act sets out the Council's responsibilities in terms of meeting eligible adult social care needs.</p> <p>The care and support service will be required to be registered with the CQC for the delivery of personal care.</p> <p>There is guidance published by the Care Quality Commission (CQC) which sets out what the provider is required to do to meet the CQC regulations and ensure the support is delivered in line with good practice. This will be included in the development of the service specification.</p>		
<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	Y	N X	
<b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?</b> Please complete the action plan in full, adding more rows as needed.			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
Equalities monitoring will be built into contract monitoring.	From commencement of contract	Head of Strategic Commissioning	Equalities recording in LAS and evidence gathered from contract monitoring can be reviewed to identify any positive/negative impact on protected characteristics
Annual Report on Equalities Monitoring – Services	Annual basis	Head of Strategic Commissioning	The Annual Report, which is completed each year on Equalities Monitoring – Services can be used for monitoring purposes. The report aims to show that the council is providing a fair and equitable service to all residents who are eligible for support.

<b>24. Which service, business or work plan will these actions be included in?</b>	The People Directorate
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	To be discussed with project group and as part of the development of the service specification.
<b>26. Assistant Director signature</b>	Signature: Melanie O'Rourke <span style="float: right;">Date: 13 September 2023</span>

When complete please send to [abby.thomas@bracknell-forest.gov.uk](mailto:abby.thomas@bracknell-forest.gov.uk) for publication on the Council's website.