

Equality Analysis Report

Title of activity / Budget Proposal title and number CAS/ B Re- Providing services from Conduit Road Day Centre at Goldington Day Centre	Committee meeting (decision maker) and date Executive Committee, 20 January 2016
Service area Adult Social Care – Older People	Lead officer Jodi Simpson – Head of Older People and Physical Disabilities and Kate Walker- Assistant Director, Adults, older People and Disabilities
Approved by Kevin Crompton, Director Children's & Adults' Services	Date of approval 12 January 2016
Description of activity: The merger of Conduit Road Day Centre and Goldington Day Centre 1.1 The total number of people able to access day care services is determined by the number of days that people have as part of their care plan following assessment and meeting eligibility criteria. The current arrangements for day care of older people in Bedford Borough consist of two day centres: a) The 50 place Goldington Day Centre provides day care for older people. There are currently 118 service users accessing the service, and the ethnicity is diverse with people attending who represent African-Caribbean, Asian, Italian, Hungarian, Polish and British (English, Scottish and Welsh) communities. b) The Conduit Road Day Centre provides day care for up to 16 older people per day. There are currently 15 service users accessing the service. Those currently attending the day centre are currently predominantly from Asian backgrounds. 1.2 The proposal is to merge the Day Centres at the Goldington Day Centre site due to consistently low occupancy levels at Conduit Road Day Centre. The occupancy of Conduit Road Day Centre for the last 5 years has averaged less than 50%. The average daily attendance has been a maximum of 8 people per day (averaging between 4 - 6) from a possible 16 places. The merger of services to Goldington Day Centre is proposed because this site has sufficient capacity and facilities to provide for users of both Centres and can meet changing needs. 1.3 The outcomes of this merger will be:	

- A relocation of the service provided at Conduit Road Day Centre.
- A supported transfer of clients from Conduit Road Day Centre to Goldington Day Centre.
- The maintenance of the existing care packages for people who attend Conduit Road Day Centre, including the transport to and from the Centre.
- The maintenance of existing activities and the provision of a greater range of facilities and services at Goldington Day Centre.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	√ <input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	√ <input type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	Older People with eligible needs who receive day care services in Bedford at Conduit Road Day Centre and Goldington Day Centre.
Which particular protected equality groups are likely / will be affected?	The proposal will affect service users and their carers who belong to protected equality groups. The main groups that the proposal will impact on are people with disabilities and age related social care needs and people from BME (black and minority ethnic) backgrounds. Within those main groups there are groups of people with specific race, religious and cultural needs that must

	be met. Some people using the services affected have multiple protected characteristics e.g. disabled BME women.
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Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	<p>1. Joint Strategic Needs Assessment The Joint Strategic Needs Assessment (JSNA). This is a statutory assessment made by the Local Authority and the Clinical Commissioning Group. It assesses the health and wellbeing of the local community and provides an indication on likely increases in the number of future clients.</p> <p>www.bedford.gov.uk/jsna</p> <p>2. Community profiles and Census 2011 www.bedford.gov.uk/intelligence</p> <p>3. Joint Commissioning Strategy for Older People 2013-2017 The Joint Commissioning Strategy for Older People's Services 2013 – 17 details how services need to be provided to meet the needs of older people. http://www.bedford.gov.uk/health_and_social_care/help_for_adults/joint_commissioning_strategies.aspx</p> <p>4. Service user information</p> <p><u>Conduit Road Day Centre Service Users</u></p> <p>The tables below show Conduit Road Day Centre service users by ethnicity, primary support reason, health conditions and religion. Currently there are 15 service users accessing Conduit Road Day Centre, however this equality data is based on all service users (20 people) in receipt of a service at any point from Conduit Road Day Centre during 2015/16.</p> <p>The data shows that nearly all service users at Conduit Road Day Centre are Asian; 8/20 service users are Christian; and a range of different physical support needs, social support and health care needs are provided for at Conduit Road Day Centre.</p>
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Ethnicity	Count
Asian/Asian British	19
Black/African/Caribbean/Black British	1
Grand Total	20

Primary Support Reason	Count
Memory and Cognition Support	1
Mental Health Support	1
Physical Support - Access and Mobility Only	4
Physical Support - Personal Care	9
Social Support - Social Isolation / Other	5
Grand Total	20

Health Conditions	Count
Long Term - Neurological: Stroke	1
Long Term - Physical: Acquired Physical Injury	1
Long Term - Physical: Other	2
Mental Health Condition: Dementia	2
Mental Health Condition: Other	1
Not Recorded	13
Grand Total	20

Religion	Count
Christian Other	8
Hindu	4
Information Refused	2
Muslim	3

Not Recorded	1
Sikh	2
Grand Total	20

Goldington Day Centre Service Users

The tables below show Goldington Day Centre service users by ethnicity, primary support reason, health conditions and religion. Currently there are 118 service users accessing Goldington Day Centre, however this equality data is based on all service users (198 people) in receipt of a service at any point from Goldington Day Centre during 2015/16.

The data shows that the majority of service users are 'White' (this includes 'White Other' ethnic minority groups such as Italian) and are Christian; a range of different physical support, memory and cognition support and mental health support needs are provided for at Goldington Day Centre; and the most predominant health care for service users, where recorded, is dementia.

Ethnicity	Count
White	188
Asian/Asian British	3
Black/African/Caribbean/Black British	5
Other Ethnic Group	1
No Data	1
Grand Total	198

Primary Support Reason	Count
Memory and Cognition Support	40
Mental Health Support	22
Not Recorded	7
Physical Support - Access and Mobility	18

only	
Physical Support - Personal Care	84
Sensory Support - Hearing Impairment	2
Social Support - Carer	5
Social Support - Other	10
Social Support - Social Isolation / Other	10
Grand Total	198

Health Conditions	Count
Alzheimer's	5
Dementia	9
Depression	3
Functional Mental Illness	3
Long Term - Neurological: Other	1
Long Term - Neurological: Parkinson's	3
Long Term - Neurological: Stroke	3
Long Term - Physical: Cancer	1
Long Term - Physical: Other	14
Mental Health Condition: Dementia	35
Mental Health Condition: Other	7
Mental Illness	1
Schizophrenia	2
Sensory Impairment: Visually impaired	2
Not Recorded	109
Grand Total	198

Religion	Count
Christian Orthodox	1

Christian Other	11
Church Of England	63
Information Refused	8
Jehovah's Witness	2
Jewish	2
Methodist	4
None	15
Not Asked	12
Not Recorded	28
Other	22
Roman Catholic	30
Grand Total	198

5. Day Centre occupancy levels

Occupancy levels for Conduit Road Day Centre from the week commencing 9 November to 28 December 2015 averaged less than 6 service users.

Date	Daily Attendance
09/11/2015	6
16/11/2015	6
23/11/2015	6
30/11/2015	7
07/12/2015	7
14/12/2015	7
21/12/2015	4
28/12/2015	3

What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	<p>Public consultation was carried out between 7 December 2015 and 8 January 2016. 23 response forms were received which rated the proposal as follows:</p> <table><tr><td>Strongly agree</td><td>Agree</td><td>Neither agree nor disagree</td><td>Disagree</td><td>Strongly disagree</td><td>Don't know / no opinion</td></tr><tr><td>16</td><td>4</td><td>1</td><td>0</td><td>2</td><td>0</td></tr></table> <p>Written responses were provided by Friends & Supporters of Conduit Road, Carers in Bedfordshire, Goldington Day Centre, Sri Guru Ravidass Sabha, Bhagwan Valmik Sabha Cultural and Community Development Centre and two individuals. An e-petition with 38 signatures was created on the Council's website in support of keeping Conduit Road Day Centre.</p> <p><u>Service user consultation</u></p> <p>A consultation meeting took place in December, which was predominantly attended by members of the Asian Community concerning Conduit Road Day Centre. Service users and family / representatives from Conduit Road Day Centre were invited to the meeting in writing. In total 34 people attended the meeting. In addition, service users from Conduit Road who had not attended the wider meeting were also invited to discuss the impact of the proposal at face-to-face discussions at the Centre with interpreters available to support any language barriers. One-to-one consultation meetings were held with 11 service users who were asked about their concerns and what could be done to address them.</p> <p>Goldington Day Centre service users and their family / representatives were also invited in writing, to make comment as well as being offered opportunities to provide face-to-face feedback on the proposal to merge the two services.</p> <p>POhWER advocacy service and the carers support service Carers in Bedfordshire were also invited to comment on the proposal and to attend the meeting.</p> <p>Feedback and comments from the consultation meeting are outlined in Appendix A. During the</p>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion	16	4	1	0	2	0
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know / no opinion								
16	4	1	0	2	0								

	<p>consultation meeting service users, family and representative views demonstrated:</p> <ul style="list-style-type: none"> • Concerns about a change in location and how individual needs could continue to be met. • Concern about how continuity could be maintained to meet the range of needs of those currently attending Conduit Road Day Centre. • Concerns about how specific needs relating to ethnicity and religion within a larger environment could be supported. • Concerns about environmental factors, such as how care needs could be supported in a larger centre. • Concerns that transportation problems are affecting attendance at Conduit Road Day Centre and that transportation time will be increased for service users from Conduit Road Day Centre if relocated to Goldington Day Centre. • Concerns that Conduit Road Day Centre service users will be “uncomfortable” or not be “treated equitably” at Goldington Day Centre; with an allegation of reported discrimination occurring at Goldington Day Centre. • Concern that service users at Conduit Road Day Centre may decline the service if it is moved to Goldington Day Centre. <p>In addition to the consultation meeting, the one-to-one service user meetings identified the following concerns:</p> <ul style="list-style-type: none"> • Toilet facilities are too far away from the Day Centre rooms • Problems with seating • Ability to watch Asian television programmes and listen to Asian music • Ability to celebrate specific cultural and religious festivals • Language difficulties affecting social interaction • Security of personal possessions
What does this evidence tell you about the different protected groups?	<p>Age</p> <ul style="list-style-type: none"> • The evidence from the JSNA and the Census demonstrates that Bedford Borough’s population rose from 148,100 in 2001 to 163,900 in 2014, an increase of 11%. Growth was concentrated in older age groups, including a 45% rise in the number of people aged 85+. • The Joint Commissioning Strategy for Older People notes that there are nearly 8,000 people over 65

in the Borough with social care needs and nearly 2,000 of them have intensive social care needs.

- Bedford Borough is experiencing major growth in the numbers of older people. The ageing of the Borough's population will accelerate in future years with the 65+ and 80+ age groups both rising by nearly 30% between 2011 and 2021. The 85+ population will rise by almost 47% in that period which will represent a significant ageing of the Borough's population.

Ethnicity (race)

- Bedford Borough has an ethnically diverse population. The 2011 Census indicates that 28.5% of the population are from BME groups, compared to 20.2% nationally (and 13.9% excluding London Boroughs). The BME population increased by 16,400 between 2001 and 2011, whereas the 'White British' population declined by 6,900.
- The BME population is extremely diverse and the Borough ranks in the Top 100 of 348 English local authorities on the proportion of its population in 15 of the 17 minority ethnic groupings. In particular, the 'White Other' (e.g. Italian and Polish), Indian, Bangladeshi, and Black Caribbean groups all exceed the England average. The main BME groups in Bedford Borough are White Other (which includes large Italian and Polish communities) and Indian, with substantial populations of Black African, Black Caribbean, Bangladeshi, Pakistani, White Irish, and mixed White and Black Caribbean.
- The evidence demonstrates that Bedford has an increasingly diverse population with an increasing older age population and that this continues to rise. The BME population is concentrated in urban areas, 58% of Queens Park and 44% Caldwell residents are from BME groups.
- Nearly all service users currently attending Conduit Road Day Centre, and directly affected by the proposal, are Asian.
- Service users attending Goldington Day Centre represent several different ethnic groups.
- There is strong opposition from service users at Conduit Road Day Centre and community groups in relocating the Conduit Road Day Centre provision, which predominantly meets the needs of Asian service users, to Goldington Day Centre.
- Much of the concern raised during the consultation relates to how specific cultural and religious needs and social interaction will be met within a larger environment.
- A range of cultural and religious specific activities are provided for service users at Conduit Road Day Centre. This includes: groups attending for religious festivals, Prayer, Asian singsong, Asian TV, Asian Music and Henna Painting. In addition, family and friends are able to visit.

	<p>Disability</p> <ul style="list-style-type: none"> • Evidence from the 2011 Census suggests that our local population continues to see increases in illness related levels of disability in Bedford Borough. • In accordance with the Care Act 2014, Adult Care services are provided to adults with care and support needs arising from, or related to, a physical disability or mental impairment or illness which as a result of their needs the adult is unable to achieve particular outcomes; and as a consequence of being unable to meet these outcomes there is, or there is likely to be a significant impact on the adults' wellbeing. Adults' needs are only eligible when they meet all specified conditions. • The primary support reason for service users at Conduit Road Day Centre are: physical support (access and mobility), physical support (personal care) and social support (social isolation). • The primary support reason for service users at Goldington Day Centre are: physical support (personal care), memory and cognition support, and Mental Health support. The most predominant health care for service users is dementia. <p>Carers</p> <ul style="list-style-type: none"> • Changes in transportation pick up and drop off times for service users reliant on Council transportation may impact on their carers. <p>The consultation regarding the re-provision of Conduit Road Day Centre services at Goldington Day Centre has emphasised the complexity of issues that exist in Bedford Borough and the need to ensure that day services fulfil the Council's duties under equality for all protected groups identified.</p>
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	No new data or research is required at present.

General Equality Duty

Which parts of the general equality duty is the activity relevant to?

	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age	The relocation of Conduit Road Day Centre services to Goldington Day Centre seeks to maximise the opportunities of all older people sharing multiple protected characteristics.	The relocated service will promote equality of opportunity to all service users with an emphasis on respecting diversity and individuality. It would aim to encourage less segregation to service provision, whilst respecting the individual choices of any particular ethnic group; and is seen to offer an opportunity to support older people with better facilities as their needs and impact of their disabilities may become more complex over time, in a service which can be flexible in responding to changing circumstances.	The relocated service should contribute to fostering and promoting good relations between different protected groups by bringing older people sharing protected characteristics together.
Disability	The proposal intends to fulfil the assessed and identified needs of all service users accessing day services	As above	As above
Gender reassignment			
Pregnancy and maternity			
Race	The proposal intends to fulfil the assessed and identified needs of all service users accessing day services and for their cultural needs to be met through the care and	As above	As above

	support offered and to meet the diverse needs of people accessing the service.		
Religion or belief	The proposal intends to fulfil the assessed and identified needs of all service users accessing day services and for their religious needs to be met through the care and support offered and to meet the diverse needs of people accessing the service.	As above	As above
Sex			
Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>During the transition of services to Goldington Day Centre, there is potential for negative impact for service users of Conduit Road Day Centre. To lessen this, managers will review all aspects of Conduit Road Day Centre service users' personal care and care plans in the new environment at Goldington Day Centre to ensure that all needs continue to be met. This will include learning from when Conduit Road Day Centre service users visit Goldington Day Centre e.g. during staff shortages.</p> <p>Following the transition there is potential for negative impact for service users of</p>

				<p>Conduit Road Day Centre who are reliant on Council transportation as they may have to spend longer time on transport.</p> <p>It is the service's view that following an effectively managed transition, service users of Conduit Road Day Centre may benefit from this initiative as Goldington Day Centre is a larger facility and so can provide more extensive services to its clients. Conduit Road Day Centre users, subject to assessment and meeting the eligibility criteria, will have access to the better facilities at Goldington Day Centre, including:</p> <ul style="list-style-type: none"> • A medical room so that health checks and visits can be arranged by the Community Matrons, District Nurses and GP's • Access to specialist bathing and washing facilities with experienced staff to assist. This will meet the cultural needs of individuals who require washing in running water to ensure cleanliness and purity. • Access to a room(s) for cultural and religious activities e.g. prayer room which will meet the needs of faith communities. <p>There will be access to a wider community of people from different cultures and backgrounds at the Goldington Day Centre including current and future service users, staff and other visitors to the Centre. Currently there is limited opportunity to meet new people at Conduit Road Day Centre because of the low numbers of people who meet the eligibility criteria. The move to the Goldington Day Centre will offer users of both centres more opportunity for social interaction with a wider range of people whilst at the centre.</p> <p>There will be access to recreational activities including art sessions, chair based exercise, newspaper discussion groups, music therapy, reminiscence quizzes, indoor bowls, manicure, nail care and chiropody (on request). There is a hairdresser on site every day.</p> <p>All activities currently available at the Conduit Road Day Centre will transfer and be incorporated at the Goldington Day Centre. These include: Prayer, chair based exercise, Sheena exercise, Asian singsong, Asian Music, Asian TV, Henna</p>
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				painting (ACCUMK) arts and crafts, celebrating cultural and religious festivals, discussions on health and diet, visits from family, friends and community groups.
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	During the transition of services to Goldington Day Centre, there is potential for negative disability impact for service users of Conduit Road Day Centre. To lessen this, managers will review all aspects of personal care and Conduit Road Day Centre service users' care plan in the new environment at Goldington Day Centre to ensure that all disability needs continue to be met and that the transition gives consideration to any disability related needs that require managing. To ensure the transition is managed effectively, it will include learning from when Conduit Road Day Centre service users visit Goldington Day Centre e.g. during staff shortages.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>All cultural specific activities currently available at the Conduit Road Day Centre will transfer and be incorporated at Goldington Day Centre. However information from consultation has identified potential for adverse race impact for service users relocating from Conduit Road Day Centre to Goldington Day Centre in meeting specific needs relating to race and culture within a larger environment; service users specifically mentioned not being able to watch Asian television programmes, listen to Asian music and language barriers. To address this potential adverse impact, the proposal already outlines that all direct care staff at Conduit Road Day Centre who have worked with, and established relationships with, the current service users at Conduit Road Day centre will move to the Goldington Day Centre. This will ensure no change in language support and that the ability to communicate with staff will remain.</p> <p>In addition, further work to support the integration of new service users from Conduit Road Day Centre at Goldington Day Centre will take place prior to the</p>

				<p>relocation of service users. This will be based on the learning and good practice identified in the transition of service users from Rivermead Day Centre to Goldington Day Centre.</p> <p>As a result of concerns about feeling welcome at Goldington Day Centre, a small number of Conduit Road Day Centre users have said they will not attend the relocated service. To lessen the negative impact of this, each service user not wishing to relocate will be supported on an individual basis to seek alternative services to meet their assessed and eligible social care needs.</p>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Information from consultation has identified potential for adverse religious impact for service users relocating from Conduit Road Day Centre to Goldington Day Centre in meeting specific religious needs within a larger environment. It is not expected that there will be any adverse impact on religion in relocating services to Goldington Day Centre because all religious specific activities currently available at the Conduit Road Day Centre will transfer and be incorporated at the Goldington Day Centre. In addition, there will be access to specialist bathing and washing facilities with experienced staff to assist meeting the needs of individuals who require washing in running water to ensure cleanliness and purity for religious purposes. There will also be access to a prayer room which will meet the needs of different faith communities.</p>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No evidence to indicate any impact in regards to sex.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
Other relevant groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>There is potential for negative impact on carers, if there are substantial changes in transportation pick up and drop off times for service users reliant on Council transportation.</p>

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	N/A
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	N/A

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	Review of personal care and care plans, with particular attention to considering and effectively managing any disability and age related needs.	Team Manager, Direct Services and Head of Older People and Physical Disabilities	By 31.3.2016	All service users personal care needs will be reviewed to ensure particular personal care needs are met at Goldington Centre. This will include proximity of toilets and individual users. The care plans will demonstrate how needs will be met which relate to age and disability.
	Work with service users to develop a plan to effectively transition and integrate Conduit Road Day Centre service users to Goldington Day Centre.	Team Manager, Direct Services and staff, and Head of Older	By 31.3.2016	Service users will be involved in the planned move and consideration will be given to lessen any negative impacts of the change of location and how and where activities will

		People and Physical Disabilities		take place to meet their needs. Plans will include rearranging transport and addressing seating requirements to accommodate each service user. Communication will be a key feature to ensure that language barriers will be lessened by involving staff who know the individuals, who have worked with them at Conduit Road Day Centre. Service users will feel welcomed to Goldington Day Centre.
	One-to-one support for service users not wishing to relocate to seek alternative services to meet their assessed and eligible social care needs.	Head of Older People and Physical Disabilities	By 31.3.2016	Reviews will be held to identify eligible needs and personal budgets will be offered to enable alternative choices to be made to meet individual requirements. Service users will be made aware of the options available to them using their personal budget allocation.
	Review of transportation will form part of a review prior to the transfer	Team Manager, Direct Services, Head of Older People and Physical Disabilities	By 31.3.2016	The review of transport, as part of plan to effectively transition and integrate service users, will seek to rearrange transport to ensure the best route, least time spent on transport, maximised time at Goldington Day Centre for those reliant on Council transportation and least disruption to their carers.

Actions to increase positive impact	N/A			
Actions to develop equality evidence, information and data	N/A			
Actions to improve equality in procurement / commissioning	N/A			
Other relevant actions				

Recommendation

No major change required	<input checked="" type="checkbox"/>	<p>The equality analysis has identified potential age and disability adverse impact for Conduit Road Day Centre service users in the transition of services to Goldington Day Centre. This requires managing effectively and to lessen any potential impact all service users will receive a review of their personal care and care plans.</p> <p>The equality analysis recognises the strength of opposition from service users at Conduit Road Day Centre and community groups in relocating a provision, which predominantly meets the needs of Asian service users, to Goldington Day Centre. In particular, concern has been raised during the consultation about how specific needs relating to race and culture and religion will be met within a larger environment.</p> <p>However, the outcomes of the proposal mean that all cultural and religious specific activities currently available at the Conduit Road day centre will transfer and be incorporated at the Goldington Day Centre; provision of continuing and appropriate support in line with service users' care plans will continue at Goldington Day Centre. In addition, the proposal outlines that all direct care staff at Conduit Road Day Centre who have worked with and established relationships with the current service users at Conduit Road Day Centre, will move to the Goldington Day Centre to ensure no change in language support for service users.</p>
Adjustments required	<input type="checkbox"/>	

Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The equality analysis is based on service data, public consultation and service user consultation.

The equality analysis has identified that re-providing services from Conduit Road Day Centre at Goldington Day Centre will have an impact on service users of Conduit Road who are mainly Asian. There is potential for adverse equality impact in regards to age, disability and race in the transition of re-providing services and actions have been identified to lessen this limited impact.

All existing services provided at Conduit Road Day Centre, including cultural and religious specific activities and staff fluent in Asian languages, will be relocated to Goldington Day Centre. Consequently, the analysis concluded that no change was required to the proposal.

Monitoring and review

Monitoring and review <ul style="list-style-type: none"> • The Council will continue to review all individual care packages of service users through its assessment and care management activity and will review and monitor all day service provision. • Individual service users will receive individual reviews which will support additional monitoring about the care provision once amalgamation of the services has taken place. These will be internal to the Day Centre. • The service area will continue to work with all service users to monitor the continuity of day care provided. • Attendance at Goldington Day Centre will continue to be monitored for all service users transferred to ensure they continue to benefit from attendance at the Centre. 	Review date <ul style="list-style-type: none"> • On going • 3 months after transfer by 30.6.2016 • On going • Monitoring occupancy on a monthly basis.
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<ul style="list-style-type: none"> • Undertake a review of activities to ensure that all activities meet all the needs of service users attending. 	<ul style="list-style-type: none"> • 1st September 2016
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Appendix A: Consultation Meeting Conduit Road Day Centre 30th December 2015

Kate Walker (KW) opened the meeting by welcoming everyone and explaining the purpose of the consultation meeting.

Kate provided an outline of the detail within the proposal for the merger of Conduit Road Day Centre with Goldington Centre and the rationale of the proposal.

Kate invited people's views on the proposal to merge Conduit Road Day Centre with Goldington Day Centre.

Views of the group in attendance included:

- They felt that the low occupancy at Conduit Road was due to the lack of transport and know that there have been issues where people have been turned away from the service due to the lack of transport.
- Jodi Simpson (JS) stated that this should not be the case as if the in-house 'Fleet Service' is full then other arrangements should be made. JS asked for specific examples to be given to her so this can be investigated.
- There were questions asked regarding why the building at Conduit Road had not been updated for years and asked when the building was last updated. Comments were made that the building had not been updated as the plan has always been to close the Centre.
- KW stated that the building has had the necessary maintenance completed but could not say when other improvement works have taken place.
- Concerns were raised regarding the transport service provided to the Centre. It was reported that the staff were not always professional and not well trained.
- Details of an accident involving one of the service users while they were being transported were shared. JS asked if the details could be provided to her following the meeting so she could investigate.
- Another incident was reported relating to the Transport Service refusing to assist a service user in and out of their home. JS agreed to investigate.
- The group asked for the timeline of the consultation to be explained. Why was the meeting being held over the Christmas period when people would not be available?
- KW stated that agreement to move forward with the consultation was given by the Council's Executive in December with the consultation end date of the 8th January 2015. It was important to hold a meeting during this time to seek the views of the service users and their friends and families.

- It was asked why the Mayor discussed the closure with the papers before it was agreed to consult on the proposal. KW stated that she could not comment on behalf of the Mayor.
- It was reported that the service users do not feel comfortable attending Goldington Day Centre. They do not feel that they are treated equitably when they are at Goldington.
- The generation of service users are not happy to be brought together with service users from other backgrounds.
- It was reported that one service user will not attend Goldington Day Centre.
- That the service users do not like it at Goldington Day Centre and they do not feel comfortable at the Centre.
- Concerns were raised about personal possessions being lost at Goldington Day Centre. JS and KW agreed to investigate these concerns if provided with details.
- It was reported that there was an incident of discrimination at Goldington Day Centre. It was stated that this was recorded in the Day Centre book at Conduit Road. JS agreed to investigate once details were known.
- There were concerns raised that the consultation papers stated that service users from Conduit Road were happy with the service when they attended Goldington. The group asked how this was validated. KW stated that this was from reports from the managers and staff at the Day Centres as it had appeared that service users had been happy whilst attending on site. The group felt that this was untrue and asked for it to be removed.
- A question was asked regarding the proposed 2% council tax increase and if this was just for Older Peoples services. KW reported that she was unable to comment on this.
- It was felt that closing the Centre and relocating to Goldington would be considered as abuse as the service users will be forced to relocate. Kate said this was not the case that if the proposal were to be agreed each service user would be in a position to request a review and could not be made to attend any particular service, they could be supported to seek alternative services to meet their assessed and eligible social care needs.
- Comments for the service users in attendance – it is not the same service provided at Goldington, she has nowhere to pray. The service users do not like coming to Goldington and do not want to move to Goldington.
- There has been a group set up – Friends of Conduit Road. There is an on-line petition. The group asked where to send it. KW asked for it to be sent to the council but comments and feedback could also be sent to both her and to Jodi Simpson.
- It was asked if the consultation period can be extended. KW agreed to take this question back to the Council as feedback from the consultation.
- Question was asked about how complaints about the service can be made. JS reported that we have a complaints procedure and that leaflets should be available at the Centre. JS will check. The leaflets can also be reproduced in other languages upon request.

- Concerns were raised that the re-structure of the management which is part of the proposal may affect the ethnic diversity of the management. Discussion took place that decisions concerning personnel were part of a separate consultation and that all deputies were at risk. It was discussed that this meeting was not the place to discuss individual managers and that the Council's Human Resource section will be followed. The proposal supports front line care staff transferring into the Goldington Centre.
- Service users may decline the service if the Centres are amalgamated. KW stated that if this is case then other options can be discussed on an individual basis.
- The group wanted to ensure that their views were fed into the equality analysis. KW stated that all views would be taken into account as part of the consultation process.
- The group agreed for general feedback to go back through the group that has been set up – Friends of Conduit Road.
- The group asked if we would be seeking the views of all the service users. KW agreed that we would arrange this.