

## EQUALITY IMPACT ASSESSMENT

### Day Opportunities

Reference: EIA000174

Date: 19/01/2024



 **RESET**

 **RESHAPE**

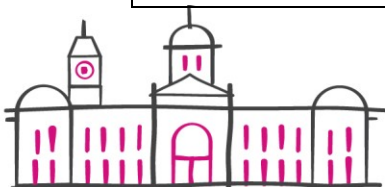
 **RESTART**

**EIA Form – About your EIA**

|   |   |
|---|---|
| Reference number  | EIA000174   |
| Date Submitted  | 19/01/2024  |
| Subject of the EIA  | Day Opportunities   |
| Brief description of the policy, service or function covered by the EIA               | <p>The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service. The Council offers day opportunities for citizens, aged 18 plus, with learning and/or physical disabilities in internal day centres across the City. This includes a blend of activities within the centres, such as arts and enablement (to promote independence), as well as access to activities within the community such as leisure and gardening projects. We are transforming the service to improve the offer and the resulting outcomes for citizens. This will benefit citizens and will support in advancing equality as the transformation work seeks to provide greater support with regards to developing independence through enablement and employment. We embark on a public consultation which will focus on formative proposals in relation to future service change based on the need to meet increasing demand, increase efficiencies, make savings, improve outcomes for citizens and carers and respond to what we know about people’s views re lack of flexibility. The method for consultation will be inclusive, including both on-line forms of consultation, and face to face sessions. Current services and support will continue for all citizens with protected characteristics. The service in scope is accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to amend and update the EIA to reflect outcomes of the review in more detail.</p> |
| Equality Assessment is in support of...   | ["New service"]   |
| How frequently will you review impact and mitigation measures identified in this EIA? | Quarterly   |
| Due date of the first review  | 2024-02-05  |

**Directorate, Division & Service Area**

|  |                                    |
|--|------------------------------------|
| Which directorate(s) are responsible for this EIA? | ["Adults Social Care"]             |
| Division   | Community and Operational Services |



|               |                |
|---------------|----------------|
| Service area  | Transformation |
| Budget Saving | Yes            |

### Officers

|  |                  |
|--|------------------|
| What is the responsible officer's email address? | Atrin Conway     |
| What is the accountable officer's email address? | Temitope Ademosu |

### Data Sources

|                     |  |
|---------------------|--|
| Data sources        | ["Birmingham City Observatory data and insight", "Oracle"]   |
| Data source details | Eclipse. Some of the metrics, such as data relating to transgender, has not been obtained as citizens have been in the system for a number of years and many have not been in receipt of an annual review for some time. |

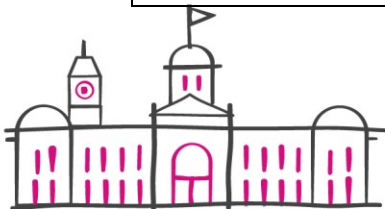
### Protected Characteristics

#### Protected Characteristic – Age

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|---|--|
| Does this proposal impact people due to their age as per the Equality Act 2010? | Yes  |
| What age groups are impacted by your proposal?                                  | ["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"] |



|   |  |
|---|--|
| <p>Please describe the impact to the age characteristic</p>                         | <p>EXTENDED AGE BAND Count of AGREEMENT_ID Percentage</p> <p>18-24 5 1.2%</p> <p>25-34 59 13.8%</p> <p>35-44 71 16.6%</p> <p>45-54 99 23.1%</p> <p>55-64 133 31.0%</p> <p>65-74 52 12.1%</p> <p>75-84 9 2.1%</p> <p>85+ 1 0.2%</p> <p>Grand Total 429</p> <p>The above data is derived from Eclipse.</p> <p>Our day centres currently do not appeal to young people aged 18-30, with only 1.2% of citizens aged 18-24 and 13.8% aged 25-34. Our new offer will include greater digital inclusion within the centres which should be attractive to a younger cohort of citizens. It will also include training and employment opportunities which is something that many of our young people have cited as an aspiration. The new blended offer will enable us to utilise centres for activities and also as touch points for citizens who may be accessing activities within the community. The service will continue to cater for citizens aged 18 and above which include the current cohort who are mainly within the 40-64 age bracket. Gaps in service provision for younger adults has been highlighted above and will be addressed as part of the redesign.</p> <p>As we are modernising our offer, we will be able to increase the service offer to meet the needs of this protected characteristic.</p> |
| <p>How will you mitigate against any negative impact to the age characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope is accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p>   |



**Protected Characteristic – Disability**

Does this proposal impact those people with a disability as per the Equality Act 2010?

Yes



Please describe the impact to the disability characteristic

Long Term Access and mobility only 8 1.9%  
 Long Term Access and mobility only / Long Term Learning Disability Support 2 0.5%  
 Long Term Learning Disability Support 258 60.1%  
 Long Term Learning Disability Support / Long Term Personal care support 4 0.9%  
 Long Term Learning Disability Support / Long Term Support for Social Isolation or Other Support 5 1.2%  
 Long Term Mental Health Support 3 0.7%  
 Long Term Mental Health Support / Long Term Support for Social Isolation or Other Support 1 0.2%  
 Long Term Personal care support 68 15.9%  
 Long Term Personal care support / Long Term Support for Social Isolation or Other Support 2 0.5%  
 Long Term Support for Social Isolation or Other Support 63 14.7%  
 Long Term Support with Memory and Cognition 5 1.2%  
 Long Term Support with Visual Impairment 3 0.7%  
 Not Recorded 7 1.6%  
 Grand Total 429

The above data is derived from Eclipse.

With the majority of our citizens (60.1%) having a long term learning disability, our intention is to promote the service offer to be inclusive to those with physical disability also as the service does cater for this demographic.

We want to attract younger people with learning and physical disabilities from across the city. Our service is available to everyone aged 18 plus.

Nationally, only 4% of adults with learning disabilities are in paid employment. In Birmingham, that figure is 1.8%. We plan for our services to include working with the private and voluntary community sector to secure internships, apprenticeships, paid and volunteering opportunities for our citizens.

As we are modernising our offer, we will be able to increase the service offer to meet the needs of this protected characteristic.



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| <p>How will you mitigate against any negative impact to the disability characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope is accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service.</p> |
|--|---|

### Protected Characteristic – Sex

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|--|---|
| <p>Does this proposal impact citizens based on their Sex as per the Equality Act 2010?</p> | <p>Yes</p>  |
| <p>What Sexes will be impacted by this proposal?</p>                                       | <p>["Male", "Female"]</p>   |
| <p>Please describe the impact to the Sex characteristic</p>                                | <p>Female 197 45.9%<br/>         Male 232 54.1%<br/>         Grand Total 429</p> <p>The above data is derived from Eclipse.</p> <p>45.9% of our citizens are female and 54.1% are male. We do not have data on non-binary, this is data that we are going to obtain. The data shows an equal cohort of men and women and we will continue to monitor referrals to ensure we cater to the needs of the whole community. We do not have data on non binary, this is data that we are going to obtain. Once, we have this, we will analyse it.</p> <p>As we are modernising our offer, we will be able to increase the service offer to meet the needs of this protected characteristic.</p>                               |
| <p>How will you mitigate against any negative impact to the sex characteristic?</p>        | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p> |



**Protected Characteristic - Gender Reassignment**

|   |  |
|---|--|
| Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010? | Yes  |
| Please describe the impact to the gender reassignment characteristic  | 45.9% of our citizens are female and 54.1% are male. WNo direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics.   |
| How will you mitigate against any negative impact to the gender reassignment characteristic?  | No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service |

**Protected Characteristic - Marriage and Civil Partnership**

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|--|--|
| Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010? | Yes  |
| What legal marital or registered civil partnership status will be impacted by this proposal?             | ["Never married and never registered a civil partnership", "Single", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"] |





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| <p>Please describe the impact to the marriage and civil partnership characteristic</p>                         | <p>Divorced 1 0.2%<br/>         Married 18 4.2%<br/>         Separated 2 0.5%<br/>         Single 320 74.6%<br/>         Widowed 3 0.7%<br/>         Not Recorded 85 19.8%<br/>         Grand Total 429</p> <p>The above data is derived from Eclipse.</p> <p>4.2% of our citizens are married and the majority of our citizens are single. Th marital or civil partnership status is not recorded for 19.8% of our citizens. We would ensure that if citizens, who are in a relationship, are able to access the same centre. The changes we are proposing do not have an impact. However, of the 4.2% who are married, many of their partners have a caring responsibility, and we would continue to support this.</p> |
| <p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p>  |

### Protected Characteristic - Pregnancy and Maternity

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| <p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p> | <p>Yes</p> |
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| <p>Please describe the impact to the pregnancy and maternity characteristic</p>                         | <p>There is no data on Eclipse regarding pregnancy or maternity. However, as the majority of our citizens are aged 40-64, it is unlikely that they would be pregnant or need support relating to maternity.</p> <p>As part of the transformation work, we are attracting young people and will we implement sexual health and associated training targeted at younger people as well as providing sexual health advice to all our citizens.</p>   |
| <p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p> |

#### Protected Characteristic - Ethnicity and Race

|   |   |
|---|---|
| <p>Does this proposal impact people due to their race as per the Equality Act 2010?</p> | <p>Yes</p>  |
| <p>What ethnic groups would be impacted by this proposal?</p>                           | <p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p> |



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| <p>Please describe the impact to the ethnicity and race characteristic</p>                         | <p>Asian/Asian British 117 27.3%<br/>           Black/Black British/Caribbean or African 65 15.2%<br/>           Mixed or Multiple Ethnic Groups 4 0.9%<br/>           Other Ethnic Group 4 0.9%<br/>           White 238 55.5%<br/>           Not Recorded 1 0.2%<br/>           Grand Total 429</p> <p>The above data is derived from Eclipse.</p> <p>Birmingham is a minority majority City. With 55.5% of our citizens accessing our services with white heritage, makes this not representative. The transformation offer is inclusive and should appeal to communities across our diverse City. The modernisation of the service and increased breadth of its scope should entice more citizens to access it.</p> <p>The new offer could include opening day centres at evenings and weekends which will be an attractive offer to citizens. It could be particularly appealing to those members of the community who are cared for as part of an extended family, for example citizens from the Asian community. Being able to attend centres in the evening and during the weekend may open up the service to more citizens. We want our service to be representative of the communities we serve. The evolvement of new demographics of the minority majority City of Birmingham will be taken into account and we will ensure that the service represents the broader demographic of communities.</p> |
| <p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p> | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p>   |



**Protected Characteristic - Religion or Beliefs**

|  |  |
|--|--|
| Does this proposal impact people's religion or beliefs as per the Equality Act 2010?         | Yes  |
| What religions could be impacted by this proposal?   | ["Christian","Buddhist","Hindu","Muslim","Sikh"]   |
| Please describe the impact to the religion or beliefs characteristic                         | <p>Christian 210 49.0%<br/>         Hindu 7 1.6%<br/>         Jewish 2 0.5%<br/>         Muslim 96 22.4%<br/>         No Religion 44 10.3%<br/>         Refused 11 2.6%<br/>         Sikh 13 3.0%<br/>         Other Religion 40 9.3%<br/>         Not Recorded 6 1.4%<br/>         Grand Total 429</p> <p>The above data is derived from Eclipse.</p> <p>Although just under half of our citizens are Christian, we offer a suite of activities within the centres which celebrates all faiths and religions. For example, we hold events for all citizens in celebration of Eid and do the same for Christian festivals such as Easter and Christmas. The enhanced offer at the centres which will include opening the centres in the evenings and at weekends will enable citizens to access religious activities or services. For example, Muslim citizens may leave centres on Friday at lunchtime to attend prayers. The new service offer would enable them to return following prayers as the centre will still be open.</p> |
| How will you mitigate against any negative impact to the religion or beliefs characteristic? | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p>  |

**Protected Characteristic - Sexual Orientation**


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|---|---|
| Does this proposal impact people's sexual orientation as per the Equality Act 2010?         | Yes   |
| What sexual orientations may be impacted by this proposal?                                  | ["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]  |
| Please describe the impact to the sexual orientation characteristic                         | <p>Heterosexual/Straight 40 9.3%<br/>           Not Recorded 337 78.6%<br/>           Other 10 2.3%<br/>           Prefer not to say 42 9.8%<br/>           Grand Total 429</p> <p>The above data is derived from Eclipse.</p> <p>With no recording for 78.6% of citizens, this data requires further work and analysis. We are working with BCU on a research project to look at care provision for older adults from the LGBTQI+ community receiving services from Adult Social Care. We will use learning from this research for both collection of data and improvement of categories for citizens and address gaps in services. We need to create an environment in which people are comfortable to share data about their sexual orientation. We also need to improve categories which need to be more specific to present a clearer picture.</p> |
| How will you mitigate against any negative impact to the sexual orientation characteristic? | <p>No direct impact has been identified. Current services and support will continue for all citizens with protected characteristics. The service in scope are accessible by groups regardless of protected characteristics. This EIA has not identified any adverse impact as a result of the service expanding to cater to more citizens. We will continue to review and amend the EIA in line with changes in service. We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p>   |

## Monitoring



|  |   |
|--|---|
| <p>How will you ensure any adverse impact and mitigation measures are monitored?</p>                   | <p>There is regular monitoring of both citizens within the service. We will create an EIA log that will monitor the measures put in place. We will also review our qualitative and quantitative data. We will continue to work with our colleagues, carers and citizens who work within the centres. We will make sure this process is inclusive of all stakeholders.</p> <p>As we are modernising our offer, we will be able to increase the service offer to meet the needs of this protected characteristic.</p> <p>We will continue to amend and update the EIA to reflect outcomes of the review in more detail. The subject of this EIA is to review services to make improvements, review of the EIA will be subject to public consultations which will determine the strategy used to improve the service</p> |
| <p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p> | <p>Caroline Naven</p>   |

