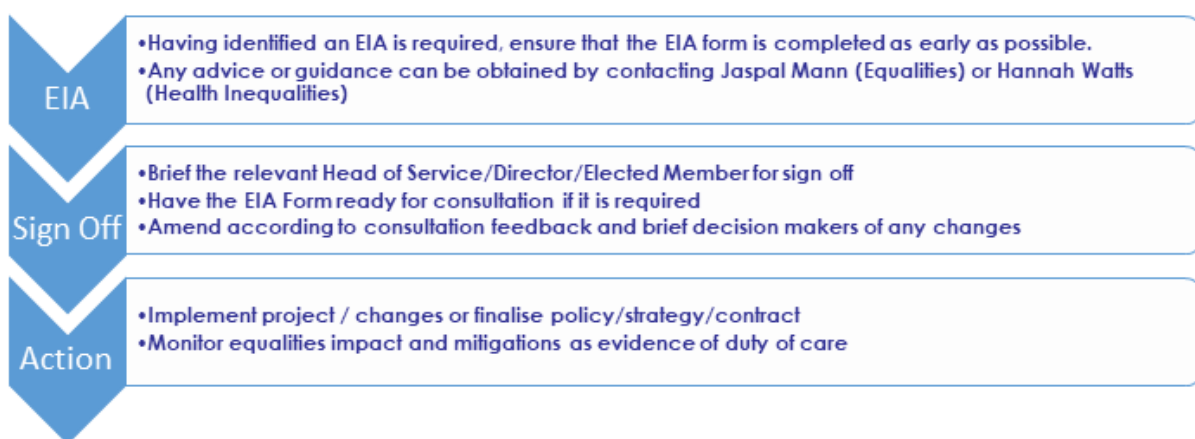


<b>Title of EIA</b>		<b>Dementia Hub Consultation</b>
<b>EIA Author</b>	Name	<b>April Ross</b>
	Position	<b>Service Manager</b>
	Date of completion	
<b>Head of Service</b>	Name	<b>Jon Reading</b>
	Position	<b>Head of Service</b>
<b>Cabinet Member</b>	Name	<b>Councillor Mutton</b>
	Portfolio	<b>Adult Social Care</b>



PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

## SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- ☐ New policy / strategy  
☒ New service  
☐ Review of policy / strategy  
☒ Review of service  
☐ Commissioning  
☐ Other project (*please give details*)

1.2 In summary, what is the background to this EIA?

To convert Maymorn Day Service into a Single Multi agency Dementia Hub for Coventry Maymorn is an existing day service that has been reviewed with proposals to develop a new service from the centre. The 2 models being explored is attached and include expanding the service to offer outreach, a social space and café for people with dementia. One model looks to reduce the former 5 day traditional service to 3 days a week offering outreach and drop in sessions as alternatives. The public consultation is scheduled for 3 months, which if approved

there would be a further staff consultation which would look at the impact of potential changes to job descriptions and post deletions.

### 1.3 Who are the main stakeholders involved? Who will be affected?

Staff, people living with dementia and their carers.

### 1.4 Who will be responsible for implementing the findings of this EIA?

April Ross- Service Manager

## SECTION 2 – Consideration of Impact

*Refer to guidance note for more detailed advice on completing this section.*

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

### 2.1 Baseline data and information

Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to <https://www.coventry.gov.uk/factsaboutcoventry>)

There are currently 17 people who access the traditional day service, detailed data cannot be provided due the low numbers making individuals identifiable.

### 2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

*\*Any impact on the Council workforce should be included under question 2.6 – **not below***

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
Age 0-18	<b>NI</b>	None
Age 19-64	<b>P</b>	Broader range of services would be available to people with dementia with some targeting young onset (new service) Outreach, drop in sessions, social space and a café would the broader options not currently available to them at present.
Age 65+	<b>PN</b>	Broader range of services would be available to people with dementia but fewer days of traditional day services. Broader options include Outreach, drop in sessions, social space and a café would the broader options not currently available to them at present.
Disability	<b>NI</b>	None
Gender reassignment	<b>ID</b>	Not known
Marriage and Civil Partnership	<b>ID</b>	Not known
Pregnancy and maternity	<b>ID</b>	Not known
Race (Including: colour, nationality, citizenship ethnic or national origins)	<b>P</b>	An element of the service will be targeting people living with dementia and their carers from various ethnic minority backgrounds with the aim of setting up culturally sensitive activity sessions
Religion and belief	<b>NI</b>	None
Sex	<b>P</b>	There may be offers of gender specific sessions to respect cultural boundaries and enable people to access sessions which they would not be able to if mixed genders. Mixed gender sessions would still be available.
Sexual orientation	<b>NI</b>	None

## HEALTH INEQUALITIES

<b>2.3</b>	Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.
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<p>Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity</p> <p>A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities</p> <p><b>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</b></p> <p><b>If you need assistance in completing this section please contact: Hannah Watts (<a href="mailto:hannah.watts@coventry.gov.uk">hannah.watts@coventry.gov.uk</a>) in Public Health for more information. More details and worked examples can be found at <a href="https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx">https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</a></b></p>		
Question	Issues to consider	
2.3a What HIs exist in relation to your work / plan / strategy	<ul style="list-style-type: none"> <li>Explore existing data sources on the distribution of health across different population groups (<i>examples of where to find data to be included in support materials</i>)</li> <li>Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation</li> </ul>	
	Response:	People accessing Maymorn already have a diagnosis of dementia which is advanced, the average age is currently 80+ with the usual age related health conditions.
2.3b How might your work affect HI (positively or negatively).  How might your work address the needs of different groups that share protected characteristics	<p><b>Consider and answer below:</b></p> <ul style="list-style-type: none"> <li>Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income</li> <li>Consider what the unintended consequences of your work might be</li> </ul> <p>Not applicable</p>	
	Response:	<p>a. Potential outcomes including impact based on socio-economic status or geographical deprivation</p>

	<p>The hub would be working more closely with health partners to the benefit of people with dementia e.g. some assessment clinics and forgetfulness courses may operate from the hub. More timely access to health advice.</p>
	<p>b. Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community.</p>
	<p>Not applicable</p>

2.4 Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

<p>Each support offer would be tailored to the individuals assessed needs and that of their carers</p> <p>Fewer traditional day services offer would be mitigated by the broader range of services such as outreach, drop in sessions, café/social space.</p>
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2.5 How will you monitor and evaluate the effect of this work?

<p>Staff Observations, reviews and feedback</p>
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2.6 Will there be any potential impacts on Council staff from protected groups?

**Yes, workforce data extracted from Resource Link 2nd August 2021. There may be changes to job descriptions, contracted hours and redundancies.**

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: [lucille.buckley@coventry.gov.uk](mailto:lucille.buckley@coventry.gov.uk)

**Headcount:**

**Sex: Age:**

Female	100%
Male	0%
16-24	0%
25-34	8%
35-44	21%
45-54	29%
55-64	42%
65+	0%

**Disability:**

Disabled	0%
Not Disabled	96%
Prefer not to state	0%
Unknown	4%

**Ethnicity: Religion:**

Any other	4%
Buddhist	0%
Christian	42%
Hindu	4%
Jewish	0%
Muslim	0%
No religion	17%
Sikh	4%
Prefer not to state	8%
Unknown	21%

White	75%
Black, Asian, Minority Ethnic	25%
Prefer not to state	0%
Unknown	0%

**Sexual Orientation:**

Heterosexual	67%
LGBT+	0%
Prefer not to state	13%
Unknown	21%

### 3.0 Completion Statement

**As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:**

No impact has been identified for one or more protected groups ☐

Positive impact has been identified for one or more protected groups ☐

Negative impact has been identified for one or more protected groups ☐

Both positive and negative impact has been identified for one or more protected groups    x

#### 4.0 Approval

<b>Signed: Head of Service:</b>  Jon Reading	<b>Date:</b> 27 September 2021
<b>Name of Director:</b>  Pete Fahy	<b>Date sent to Director:</b>  27 September 2021
<b>Name of Lead Elected Member:</b> Councillor Mal Mutton	<b>Date sent to Councillor:</b>  27 September 2021

Email completed EIA to [equality@coventry.gov.uk](mailto:equality@coventry.gov.uk)