



**West  
Northamptonshire  
Council**

## Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

### 1: Proposal

Requirement	Detail
Title of proposal	The closure of Boniface House
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	Removal of Service
What is the objective of this proposal?	<p>The overall objective of this proposal is to undertake a safe closure programme of the councils residential care provision at Boniface House, Brixworth.</p> <p>The service provides long term residential care for older people and currently employs 22 people in a range of different roles.</p>
Has there been any consultation on this proposal? (list all the groups/ communities, including dates)	Staff were consulted as part of a public consultation of stakeholders which took place between 3 <sup>rd</sup> July 2023 and 30 <sup>th</sup> July 2023.

Requirement	Detail
	<p>The consultation focused on developing an understanding of the views stakeholders had, and the impact of three options which were being considered in relation to the future of Boniface House. These options were:</p> <ul style="list-style-type: none"> <li>• To make no changes to the service</li> <li>• To invest in remodelling the home</li> <li>• To undertake a safe closure programme</li> </ul>
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (if yes, give details)</p>	<p>The detailed outcome of consultation can be found at appendix A.</p> <p>Whilst the consultation identified that this proposal would be unsettling for staff affected by it no adverse impacts were identified on the basis of any of the identified protected characteristics.</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>There are several processes in place to monitor and review the impact of the proposal:</p> <ul style="list-style-type: none"> <li>• Weekly project transformation meetings with project team members from a cross section of specialisms</li> <li>• Weekly briefing updates at Senior Leadership Team</li> <li>• Regular meetings with Trade Union representatives</li> </ul> <p>In addition to this a period of formal consultation will take place with the affected staff group once the decision has been formally approved by Cabinet. During this process all staff members will be invited to a 1:1 meeting, during which they can be supported by their Trade Union representative, where appropriate, to discuss the impact of the proposal on them in more detail and work with both management and HR to address this.</p>
<p>Who will approve this proposal? Committee, CLT</p>	<p>The proposal will follow the councils established governance process for making a key decision with Cabinet required to provide final sign off for the proposal</p>

## 2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination?</b></li> <li>• Does this promote <b>fostering good relations?</b></li> </ul>	<b>Changes</b> <ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact.</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face.</li> </ul>	<b>Impact</b> <p>Delete as appropriate. There can be more than one answer per protected group.</p>
<p><b>Age</b></p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<p>According to staff data set:</p> <ul style="list-style-type: none"> <li>• 10% of the staff are aged between 18 to 30 years</li> <li>• 56% of staff are aged between 31 to 54 years</li> <li>• 12% are aged between 55 and 59 years</li> <li>• 12% are aged between 60 and 64 years</li> <li>• 10% are aged 65+</li> </ul> <p>It is recognised that it is statistically more difficult to obtain alternative employment over the age of 55 due to recruiters considering that a) older workers want flexible working hours likely due to caring responsibilities b) are more likely to have their own health issues and c) have little or no IT skills.</p>	<p>We will provide and brief staff on the Council's Redeployment Policy and Procedure and actively seek to redeploy staff into vacant posts within the council.</p> <p>We will provide 1:1 support session to staff as requested.</p> <p>We will share current vacancies within West Northants Council.</p> <p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Work and Pensions for staff who are at-risk of redundancy.</p> <p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p> <p>We will allocate protected time to all staff (approved by their supervisor) to complete application forms.</p>	<p>Neutral</p>

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<b>Sex</b> Is one sex affected more than another or are they affected the same?	<p>We know that despite the Equality Act some people feel they will be discriminated against due to their gender identity when applying for jobs or attending interviews.</p> <p>According to staff data set:</p> <ul style="list-style-type: none"> <li>• 95% of staff are female</li> <li>• 5% of staff are male</li> </ul> <p>We acknowledge that being put at risk can be a stressful experience for workers who may have caring responsibilities, which according to YouGov data typically impact females more than males.</p>	<p>We will provide and brief staff on the Council’s Redeployment Policy and Procedure.</p> <p>We will provide 1:1 support session to staff as requested.</p> <p>We will share current vacancies within West Northants Council.</p> <p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Work and Pensions for staff who are at-risk of redundancy.</p> <p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p> <p>We will allocate protected time to all staff (approved by their supervisor) to complete application forms.</p>	Neutral
<b>Disability</b> It is likely to have an effect on a particular type of disability? why?	<p>Despite the Equality Act we know that some disabled people feel they will be discriminated against due to their impairments when applying for jobs or attending interviews.</p> <p>According to staff data set:</p>	<p>We will provide and brief staff on the Council’s Redeployment Policy and Procedure.</p> <p>We will provide 1:1 support session to staff as requested.</p>	Neutral

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	<ul style="list-style-type: none"> <li>• 2% of the staff have a yes status to having a disability</li> <li>• 52% of staff have a no status to having a disability</li> <li>• 46% of staff have a not recorded status to having a disability</li> </ul> <p>We acknowledge that introducing a new place of work can be difficult for employees with impairments.</p>	<p>We will share current vacancies within West Northants Council.</p> <p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Work and Pensions for staff who are at-risk of redundancy.</p> <p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p> <p>We will allocate protected time to all staff (approved by their supervisor) to complete application forms.</p>	
<b>Gender Reassignment</b> Will there be an impact on trans males and/or trans females?	<p>We know that despite the Equality Act some people feel they will be discriminated against due to their gender identity when applying for jobs or attending interviews.</p> <p>The Council do not hold this information.</p>	<p>We will provide and brief staff on the Council’s Redeployment Policy and Procedure.</p> <p>We will provide 1:1 support session to staff as requested.</p> <p>We will share current vacancies within West Northants Council.</p>	Neutral

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		<p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Work and Pensions for staff who are at-risk of redundancy.</p> <p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p> <p>We will allocate protected time to all staff (approved by their supervisor) to complete application forms.</p>	
<b>Race</b> Are people from one ethnic group affected more than people from another ethnic group?	<p>We know that despite the Equality Act that some Black, Asian, and Minority Ethnic people feel they will be discriminated against due to their race when applying for jobs or attending interviews.</p> <p>According to staff data set:</p> <ul style="list-style-type: none"> <li>• 59% of the staff have registered White</li> <li>• 6% of staff have registered Other ethnic group</li> <li>• 3% of staff have registered Black / African / Caribbean / Black British – African</li> </ul>	<p>We will provide and brief staff on the Council’s Redeployment Policy and Procedure.</p> <p>We will provide 1:1 support session to staff as requested.</p> <p>We will share current vacancies within West Northants Council.</p> <p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Work and Pensions for staff who are at-risk of redundancy.</p>	Neutral

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	<ul style="list-style-type: none"> <li>• 32% of staff have no ethnicity registration recorded</li> </ul>	<p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p> <p>We will allocate protected time to all staff (approved by their supervisor) to complete application forms.</p>	
<b>Sexual Orientation</b> Are people of one sexual orientation affected differently to people of another sexual orientation?	<p>We know that despite the Equality Act that some people feel they will be discriminated against due to their sexual orientation when applying for jobs or attending interviews.</p> <p>According to staff data set:</p> <ul style="list-style-type: none"> <li>• 58% of the staff have registered Heterosexual</li> <li>• 2% of the staff have registered Homosexual</li> <li>• 2% of staff preferred not to say</li> <li>• 38% of staff have no sexual orientation recorded</li> </ul> <p>No impact with this change.</p>	<p>We will provide and brief staff on the Council's Redeployment Policy and Procedure.</p> <p>We will provide 1:1 support session to staff as requested.</p> <p>We will share current vacancies within West Northants Council.</p> <p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Work and Pensions for staff who are at-risk of redundancy.</p> <p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p>	Neutral

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		We will allocate protected time to all staff (approved by their supervisor) to complete application forms.	
<b>Marriage &amp; Civil Partnership</b> Are people in a Marriage or Civil Partnership treated less favourably?	No impact with this change.		
<b>Pregnancy &amp; Maternity</b> Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal?	We know that despite the Equality Act that some people feel they will be discriminated against due to being pregnant or just recently had a baby when applying for jobs or attending interviews. According to staff data we have no employees currently on maternity leave and no employees who have recently returned from maternity leave and is working to an agreed flexible working pattern.	All staff are being provided with the same support in terms of being advised of job vacancies both internally and outside the organisation. In terms of redeployment opportunities within WNC we will consider and take into account existing flexible working arrangements on a case-by-case basis.	Neutral
<b>Religion or Belief</b> Does the proposal affect people differently depending on whether	We know that despite the Equality Act that some people feel they will be discriminated against due to their religion or belief or none when applying for jobs or attending interviews.	We will provide and brief staff on the Council's Redeployment Policy and Procedure.  We will provide 1:1 support session to staff as requested.	Neutral




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they have or do not have a religion or a belief?	According to staff data set: <ul style="list-style-type: none"> <li>• 31% of the staff have registered Christian</li> <li>• 5% of the staff have registered Buddhist</li> <li>• 2% of the staff have registered Muslim</li> <li>• 2% of the staff have registered Other</li> <li>• 19% of staff have no Religion or Belief registration recorded</li> <li>• 41% of staff have no registered religion</li> </ul>	<p>We will share current vacancies within West Northants Council.</p> <p>We will arrange additional support from Unison to provide wellbeing sessions to staff (if requested) in addition to specific union support.</p> <p>We will arrange a briefing session with the Department for Works and Pensions for staff who are at-risk of redundancy.</p> <p>We will offer support in applying for jobs and attending interviews through our iLearn programme.</p> <p>We will allocate protected time to all staff (approved by their supervisor) to complete application forms.</p>	
<b>Health &amp; Wellbeing</b> <ol style="list-style-type: none"> <li>1. Health behaviours: diet, exercise, alcohol, smoking.</li> <li>2. Support: community cohesion, rural isolation.</li> <li>3. Socio economic: income, education.</li> <li>4. Environment: green spaces, fuel poverty, housing standards)</li> </ol>	No impact to this change.		

### 3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified in section 2, the response will be a Negative Impact.	Neutral Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found)	No If yes, this Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to Committee Report.	Yes
Copy attached to Options Appraisal. (Business Case)	N/A
Copy sent to Union representatives	Yes

### 4: Ownership

Question	Response
Department	Adults, Communities and Wellbeing (DASS)
Section	Safeguarding and Wellbeing Services
Lead Officers Name	Neil Cox
Lead Officers Title	Assistant Director – Safeguarding & Wellbeing Services
Lead Officers Contact Details	<a href="mailto:neil.cox@westnorthants.gov.uk">neil.cox@westnorthants.gov.uk</a> 07734983111
Lead Officers Signature	
Date completed	2 <sup>nd</sup> August 2023

Completed forms must be sent to the Equality Office via email to [equalities@westnorthants.gov.uk](mailto:equalities@westnorthants.gov.uk)