





Service area	Transformation
Budget Saving	Yes

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

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.

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by	



<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>



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

Yes





<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>
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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% Male 232 54.1% 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</p>



<p>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?</p>	<p>Yes</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>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.</p>
<p>How will you mitigate against any negative impact to the gender reassignment 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>

<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["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"]</p>





<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>Divorced 1 0.2%                  Married 18 4.2%                  Separated 2 0.5%                  Single 320 74.6%                  Widowed 3 0.7%                  Not Recorded 85 19.8%                  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>





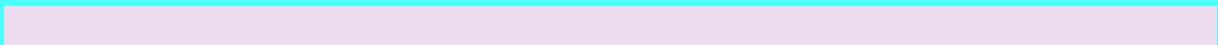
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>Asian/Asian British 117 27.3%                  Black/Black British/Caribbean or African 65 15.2%                  Mixed or Multiple Ethnic Groups 4 0.9%                  Other Ethnic Group 4 0.9%                  White 238 55.5%                  Not Recorded 1 0.2%                  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>



Does this proposal impact people's religion or beliefs as per the Equality Act 2010?  Yes



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%            Not Recorded 337 78.6%            Other 10 2.3%            Prefer not to say 42 9.8%            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>



<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>

