

# Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

<b>Assessor(s) Name and job title:</b>	
Kathryn Glover – Commissioning Officer	
<b>Directorate and Team/School Name:</b>	
Adult Social Care and Housing Needs	
<b>Name, aim, objective and expected outcome of the programme/ activity:</b>	
<p><b>Name:</b> End the Sensory Service contract delivered by Sight for Wight at the end of the initial term and deliver our statutory duties to support people with a sensory loss in-house as part of our social care assessment processes.</p> <p><b>Aim:</b> To deliver a more streamlined and cost-effective service, ensuring that a person’s sensory needs are assessed holistically alongside any other social care need.</p> <p><b>Objective:</b> To remove the requirement to refer to an outside agency to assess and support a person’s sensory needs.</p> <p><b>Expected outcome:</b> Improved assessment process identifying each person’s full range of care needs.</p>	
<b>Reason for Equality Impact Assessment (tick as appropriate)</b>	
This is a <b>new</b> policy/strategy/service/system function proposal	
This is a proposal for a <b>change</b> to a service ( <i>check whether the original decision was equality impact assessed</i> )	√

Removal of a policy/strategy/service/system function proposal								
Commencing any project/programme							1 April 2025	
<b>Equality and Diversity considerations</b>								
Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.								
Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
<b>Age</b> (restrictions/difficulties both younger/older)	Negative  Sensory loss can affect people of any age, however people are more likely to experience old age related sensory loss.  The Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and	No unlawful discrimination.  The proposal seeks to change the way that the council delivers its statutory duties to support all people living with a sensory loss.  It is expected that people living with sight loss will continue to access	Sensory loss can affect people of any age, however people are more likely to experience old age related sensory loss. The proposed change will provide equal access to assessment and support services for all people over the age of 18.	Consideration has been given to the capacity for ASC to meet demand for this specialist area of support. We have a clear picture of expected demand from current contract monitoring data which has been reviewed.	Contract data from the current commissioned service provider evidences that 81% of people who access the current service are aged over 65 years.  RNIB Sight Loss Data Tool Tells us that 6870 people on the IW	No	Communication about this change in service delivery will be provided in a range of accessible formats to meet the needs of people with sight and/or hearing loss. All existing service users	We will ensure that we have the access to the appropriate specialist skills and knowledge to support and assist with the ASC assessment process and deliver specialist care planning and support for individuals who require it

	signposting to appropriate specialist sources of help and support	the social, befriending and other opportunities offered by the IW Society for the Blind. However, people living with hearing loss will no longer be able to access these opportunities as the charity returns to it's focus solely on meeting the needs of people who are sight impaired.		Appropriate budget has been agreed to fulfil specialist roles to meet our Care Act duties.  TUPE will apply for staff currently delivering specialist assessment and support roles.	live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.		will receive a communication in their known preferred format	regardless of their age.  Funding will be made available to provide any enhanced specialist support identified.  All ASC teams will receive training to enhance and develop their knowledge and skills in this area.  Programme of accessible communications about the change in service delivery prior to the planned start date.
<b>Disability</b> <b>a) Physical</b> <b>b) Mental health</b> (must respond to both a & b)	No impact  The Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and	As above	Sensory loss can affect people regardless of any other disability or protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.	As above	2023/24 Contract data from the current commissioned service provider evidences that 485 referrals for assessment and support were received, this can	No	As above	As above

	support regardless of any other physical or mental disability they may have.				<p>be broken down as follows: Sight loss 228 Hearing loss 110 Dual Sensory 147</p> <p>RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.</p>			
<b>Race</b> (including ethnicity and nationality)	<p>No impact</p> <p>The Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and support regardless of their race.</p>	As above	<p>Sensory loss can affect people regardless of their race or any other protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.</p>	As above	<p>2023/24 Contract data from the current commissioned service provider evidences that 100% of referrals relate to white people.</p> <p>Adult social care seek to support a diverse ethnic demographic. Current data shows that while 82% of social care clients are classified as White British,</p>	No	<p>Communication about this change in service delivery will be provided in a range of accessible formats to meet the needs of people with sight and/or hearing loss. All existing service users will receive a communication in their known preferred format</p>	As above

					<p>5.5% are recorded with another ethnicity and for 12.5% of clients their ethnicity is unknown or not recorded.</p> <p>The move to all social care assessments of need also identifying the impact of sensory loss will therefore reach a more diverse group of people.</p> <p>RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.</p>		Information will be available in an alternative language on request.	
<p><b>Religion or belief</b> (different faith groups/those without a faith)</p>	<p>No impact</p> <p>The Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and</p>	As above	<p>Sensory loss can affect people regardless of their religion or any other protected characteristic. The planned service will provide equal access to assessment and</p>	As above	<p>Current contract data does not provide a picture of the religious beliefs of the people accessing the service.</p>	No	As above	As above

	signposting to appropriate specialist sources of help and support regardless of		appropriate support services for all people over the age of 18.		RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.			
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	Negative  Data shows that more females than males currently access sensory support services.  However, the Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and support regardless of their sex.	As above	Sensory loss can affect people regardless of their sex or any other protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.	As above	2023/24 Contract data from the current commissioned service provider evidences a breakdown as follows: Male 38% Female 62%  RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.	No	As above	As above

<p><b>Sexual orientation</b> (is your language inclusive of LGB groups?)</p>	<p>No impact</p> <p>The Isle of Wight Council will continue to deliver its statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and support regardless of their sexual orientation.</p>	<p>As above</p>	<p>Sensory loss can affect people regardless of their sexual orientation or any other protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.</p>	<p>As above</p>	<p>Current contract data does not provide a picture of the sexual orientation of the people accessing the service.</p> <p>RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.</p>	<p>No</p>	<p>As above</p>	<p>As above</p>
<p><b>Pregnancy and maternity</b></p>	<p>No impact</p> <p>The Isle of Wight Council will continue to deliver its statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and support regardless of whether they are pregnant.</p>	<p>As above</p>	<p>Sensory loss can affect people regardless of any other protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.</p>	<p>As above</p>	<p>Current contract data does not provide a picture of whether any of the people accessing the service are pregnant or on maternity leave.</p> <p>RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these</p>	<p>No</p>	<p>As above</p>	<p>As above</p>

					people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.			
<b>Marriage and Civil Partnership</b>	<p>No impact</p> <p>The Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and support regardless of their marital status.</p>	As above	<p>Sensory loss can affect people regardless of their marital status or any other protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.</p>	As above	<p>Current contract data does not provide a picture of the marital status of the people accessing the service.</p> <p>RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.</p>	No	As above	As above
<b>Gender reassignment</b>	<p>No impact</p> <p>The Isle of Wight Council will continue to deliver it's statutory duties to assess the needs of people with a sensory, providing advice and signposting to appropriate specialist sources of help and</p>	As above	<p>Sensory loss can affect people regardless of any other protected characteristic. The planned service will provide equal access to assessment and appropriate support services for all people over the age of 18.</p>	As above	<p>Current contract data does not provide a picture of whether any of the people accessing the service have been gender reassigned.</p>	No	As above	As above

	support regardless of whether they have been gender reassigned.			RNIB Sight Loss Data Tool Tells us that 6870 people on the IW live with sight loss (4.7% of the population) and 5840 of these people are over the age of 65. RNID data tells us that 35,000 adults living on the IW have some degree of hearing loss.			
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In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

#### H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

**Public consultation has not been carried out to inform this change in service provision.**

Date of next review:

#### H. Sign-off

**Head of Service/Director/Headteacher sign off & date:**

Name: Peter Smith  
Date: 17/01/2025

**Legal sign off & date:**

Name: Judy Mason  
Date: 17/01/2025

