



WALTHAM FOREST COUNCIL FULL EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Date

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination.

What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

What is an Equality Analysis (EA) for? [Double click here for more information / Hide](#)

Protected Characteristics [Double click here for more information / Hide](#)

Fostering good relations [Double click here for more information / Hide](#)

IMPORTANT NOTES:

1. THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.
2. IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.

Guidance on compliance with the PSED for officers and decision makers [Double click here for more information / Hide](#)

To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate for example, before consultation on a proposal.

5. Officers and members deciding where there is an equality impact must give conscious and open-minded consideration to the impact of the duty on the decision, e.g., be prepared to change or amend a decision although negative equalities impacts do not stop a decision being made (see 7).
6. The duty is **not**, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, **the duty does not stop difficult but justifiable decisions being made.**
7. The decision maker may consider countervailing (i.e., opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g., financial targets, value for money or service needs.
8. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.
9. The above is a general guide to this changing area of law. You should also refer to the Council’s EA Page <http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm> for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

What to do if your proposal is scheduled for Cabinet/Committee? [Double click here for more information / Hide](#)

The EA should be appended to the Cabinet or Committee report and the key findings from it should be set out in the “Equalities Implications” section of the report. This will ensure that the decision-makers are made fully aware of any equality impacts and/or any mitigation action proposed prior to deciding.

NOTE: Failure to complete an EA and implications section adequately or at all is likely to result in the deferral of consideration of the report as it places in doubt the legality and effectiveness of the overall decision.

The Proposals *Click and hover over the questions to find more details on what is required.*

1. What is the Proposal?

The proposal is that Cabinet agree to proceed with the proposed closure of the Centre.

The Cabinet report provides the outcomes of the public consultation on the closure of the Markhouse Centre and timeframes and principles that will underpin how the Council would seek to implement the closure and support residents that currently attend the Centre and their families.

What are the recommendations?

The recommendation is for Cabinet to agree to proceed with the proposed closure of the Centre, and the implementation of this to be guided by the key principles and approach set out in the Cabinet report, the issues raised during the consultation and the timeframes referenced.

The reasons why this is the recommended proposal are set out in the Cabinet report.

3. Who is affected by the Proposal? *Identify the main groups most likely to be affected by the recommendations, directly and indirectly.*

The proposal will impact adults with a learning disability and those with caring responsibilities for an individual with a learning disability who receives care and support / attends the day opportunities service at the Markhouse Centre, as well as residents who may have accessed the service in the future.

Age [Double click here to add impact / Hide](#)

Check box if NOT applicable

Key borough statistics: Waltham Forest has an estimated total population of 271,200 as at 2015. It has a higher proportion of young and working-aged people compared to the national average but like the London as a whole. The median age of residents is 34.1 years compared to the London average of 34.6 years and the UK average of 40 years.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.
For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

	Waltham Forest	Waltham Forest (%)	London (%)	England and Wales (%)
Aged 0-4	22,100	8%	7%	6%
Aged 5-15	37,000	14%	13%	13%
Aged 16-24	28,800	11%	11%	11%
Aged 25-49	115,400	43%	42%	34%
Aged 50 – 64	40,000	15%	15%	18%
Aged 65+	27,900	10%	12%	18%
Total	271,200	100%	100%	100%

Source: 2014 Mid-year population estimates, Office for National Statistics

[Double click here to show borough wide statistics / hide statistics](#)

Age **Click** and hover over the questions to find more details on what is required

Additional Equalities Data (Service level or Corporate)

The service user profile at the Markhouse Centre is a broad mix of ages as set out in the table below. There is no one age group that is overly represented in the profile of residents using the service compared with the Waltham Forest population profile overall. The impact of closing will have an impact across the age groups and will not have a disproportionate impact on any one age group.

Age	Percentage
18-25	23%
26-35	26%
36-45	17%
46-55	26%
56-64	6%
65+	2%

Age Click and hover over the questions to find more details on what is required

What is the proposal’s impact on the equalities aims? Look for **direct impact** but also evidence of **disproportionate impact** i.e., where a decision affects a protected group more than the general population, including **indirect impact**

The service user profile of the Markhouse Centre is across multiple age groups. As such, the proposed closure of the centre, whilst it will have a direct impact on all residents using the service, will not disproportionately impact any one specific age group.

During discussion at the SEND Parents forum, concerns were raised by some attendees in relation to provision available to young people/young adults that currently attend special schools in the borough who may have accessed the Markhouse Centre in the future, should the closure of the centre go ahead.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Service level data does identify any adverse impacts on a specific age group arising from the proposal to close the Markhouse Centre.

The public consultation highlighted some parent/carer concerns regarding specific day opportunities provision for young people/young adults. However, the service has received a limited number of referrals for young people/young adults in recent years.

The public consultation also highlighted some concerns regarding the current arrangements at the Markhouse Centre, where younger adults with learning disabilities that have recently transitioned from school or college spend a significant amount of time with residents with learning disabilities that are from an older age group. Feedback from the consultation was that moving forward it would be preferable for young people to be able to access provision that allows them to socialise with their own peer group. Keeping peer groups together will apply to all age groups as much as is possible and will be one of the factors considered as part of the review/assessment process. As part of arrangements to support service users and families to access alternative provision, the Council will work with all service users to identify suitable appropriate alternative provision based on an assessment of need.

The Council has engaged the Learning disabilities day opportunities market to understand the age breakdown of attendees of other providers and the extent to which that is similar to that of the Markhouse centre. 10 of the 13 providers have provided information and an average of attendee age across those 10 providers is set out below:

Age	Percentage
18-25	23%
36-35	31%
36-45	20%
46-55	12%
55-64	11%

Age [Click and hover over the questions to find more details on what is required](#)

65+	3%
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Should a decision be taken to close the Markhouse centre, the Council will complete a person-centered statutory assessment of need with all service users. The Council will work with service users, parents/carers, and the wider day opportunities market to ensure that individual needs are met through alternative provision.

The Council will work to minimise disruption for service users, parents, and carers by working closely with families and the day opportunities market to support gradual transition to reprovisioned services.

Disability [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics: The 2011 Census asked people to rate their health as very good, good, fair, bad or very bad. The data shows that a total of 13,500 residents of Waltham Forest considered their health to be bad or very bad (5% of the population). In addition, the 2011 census asked people if they had a health problem or disability that has lasted or was expected to last for at least 12 months and which limited the person's day-to-day activities, either a little or a lot. As many as 37,600 residents said in the census that their day-to-day activities are limited because of their health. This is made up of seven per cent of population who said their day-to-day activities were limited a lot (17,900 people) and eight per cent whose activities were limited a little (19,700). In total, this is 15 per cent of residents compared to 18 per cent nationally.

Health tends to deteriorate further with age with more than half of residents aged 65 and over (57 per cent) having a limiting long-term health problem or disability. Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

[Double click here to show borough wide statistics / hide statistics](#)

Disability [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

There are 51 residents using the service at the Markhouse Centre, all of whom are assessed as having a learning disability. As such, learning disabled residents will be disproportionately impacted by the proposal to close Markhouse Centre.

Disability *Click and hover over the questions to find more details on what is required*

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e., where a decision affects a protected group more than the general population, including **indirect impact***

The Council acknowledges that the proposed closure of the centre will have a negative impact on all the residents using the service as well as their parents and carers.

The Council recognises that people with disabilities are disadvantaged and face greater barriers when accessing information about services and therefore consider disabled individuals to be more vulnerable than the general population of the borough.

During the consultation, many respondents raised concerns about the negative impact that closure of the centre would have on service users and their quality of life, physical and mental health, and wellbeing. It was highlighted that some service users are already showing signs of being negatively impacted by the proposal.

Several respondents highlighted that many current service users will find transitioning to alternative provision and adapting to change and a new environment difficult, and this will negatively impact their behaviour and cause distress and disruption.

Some respondents were of the opinion that this is the only suitable Council-run day centre in the borough for residents with complex needs and that proposed alternative providers would not be able to meet the complex needs of current service users.

As reported in the consultation some residents have attended the service in excess of 30 years, for whom this change in provision will be particularly challenging. In addition, some residents have experienced a move from previous day centres in the past, when provision was reorganised, following a Cabinet decision in 2014.

The Council are aware that Waltham Forest Disability Resource Centre will be closing in December. Council officers are reviewing whether there are any residents that attend the Markhouse Centre that also attend the Disability Resource Centre. Should there be any residents that attend both services, the learning disabilities social work team will work with residents to identify appropriate alternative provision.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The Council will seek to mitigate to the extent that it is possible the negative impact of the potential closure of the centre on service users and their quality of life, physical and mental health, and wellbeing through a number of ways.

The Council is continually working with the learning disability day opportunities provider market and is assured of there being sufficient capability and capacity in the wider market to meet the needs of Markhouse centre service users.

To provide assurances of there being sufficient capacity and capability in the wider market to meet service user need, the learning disabilities social work team have considered previous historical care act assessments and the knowledge that the team has of service users to identify the number of individuals with each level of need to inform desktop work on capacity. This work has identified that there are:

- 17 current service users with more moderate service need
- 28 current service users with more moderately higher service needs
- 6 current service users with high service needs

This is a desktop exercise; all service users are subject to regular care act reviews as per the Council's care act duties.

Whilst this is a snapshot and not based on specific assessed needs of individual's, current information from providers on their vacancies and ability to recruit staff to create additional spaces indicates that the market does have the capacity and capability required.

The Council's commissioning team is aware of the loss of this other facility but is assured that this has no material impact on their assessment of the capacity of alternative providers. The commissioning team are assured that alternative providers will be able to respond to the proposed closure and meet the needs of Markhouse Centre service users affected by the closure of the Disability Resource Centre, and the needs of future service users.

Disability *Click and hover over the questions to find more details on what is required*

Following any Cabinet decision, information about the approach to undertaking re-assessments and the approach to transition will be fully communicated to all service users, and parents and carers, who will also be given the opportunity to ask questions through contacting their social worker. Information about care and advocacy organisations able to provide independent support will also be given. Should a decision be taken to close the Markhouse centre, the Council will complete a person-centered statutory assessment of need with all service users. The Council will work with service users, parents/carers, and the wider day opportunities market to ensure that individual needs are met through alternative provision. Existing friendships and relationships that residents have developed will also be considered and factored into this process where needs are aligned.

The Council will work to minimise disruption for service users, parents, and carers by working closely with families and the day opportunities market to support gradual transition to re-provisioned services. The learning disability social work team will work with families and providers to support appropriate assessment and transition, enabling as much as time as possible to ensure residents and families have appropriate time to transition. Dependant on the process of supporting residents to access alternative provision, it is expected that the Centre would be closed by the end of June.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

There is not considered to be any direct or disproportionate impact on any residents with pregnancy and maternity as a protected characteristic.

Key borough statistics: About half of Waltham Forest residents are White ethnic background (52%) and within this 38% are White British or Irish background. 15% are categorised as 'White Other', who are predominantly from the Central and Eastern European countries (Source: 2011 Census).

The largest minority ethnic group in the borough is Asian (21% of the total population) including people of Pakistani (10%), Indian (4%), Bangladeshi (2%) and Other Asian (5%) backgrounds. 17% of the resident population is Black including Black Caribbean (7%), Black African (7%) and Other Black (3%). 5% of the population have mixed/multiple ethnicities.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

[Double click here to show borough wide statistics / hide statistics](#)

Race [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

The ethnic breakdown of the service and the 51 adults attending the Markhouse Centre does not mirror that of the borough. Currently 47% of residents using the service identify as Asian or Asian British, 30% as White, 19% as Black, and 4% as Other. As such, the proposed closure of the Markhouse Centre is likely to have a direct and disproportionate impact on Asian residents, who make up 21% of the borough's population.

Service level data	
Ethnicity main description	Percentage
Asian or Asian British	47%
White	30%
Black or Black British	19%
Mixed	2%
Other Ethnicity	2%

What is the proposal's impact on the equalities aims? Look for **direct impact** but also evidence of **disproportionate impact** i.e., where a decision affects a protected group more than the general population, including **indirect impact**

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The Council recognises that residents using the service will have a need for culturally appropriate services that can best meet their needs.

Race *Click and hover over the questions to find more details on what is required*

A decision to the close Markhouse Centre will have a disproportionate impact on Asian residents using the service, as this community accounts for 47% of service users.

An Asian women's service was previously available until a restructure of day services was undertaken in 2015. Some residents who attended the Asian women's service were supported to transition to the Markhouse Centre and have taken part in a mixed service since that time. This change contributes to a higher representation of Asian residents attending the Markhouse Centre and could result in them being disproportionately impacted by the proposed closure of the service. Some respondents spoke about previous loss of the Asian women's only service in the consultation and expressed concerns that closure of the Markhouse Centre could result in this group of services users refusing and / or being unable to transition to new settings.

The Council is continually working with the learning disability day opportunities provider market and is assured that the wider market can effectively meet cultural needs. The Council has engaged the market to understand the ethnic breakdown of other providers and the extent to which this is similar to that of the Markhouse centre. Approximately 40% of attendees of other day opportunities provision come from an Asian background, compared with 47% of service users who attend the Markhouse Centre.

Should a decision be taken to close the Markhouse centre, the Council will complete a person-centered statutory assessment of need with all service users. The Council will work with service users, parents/carers, and the wider day opportunities market to ensure that individual needs are met through alternative provision. Existing friendships and relationships that residents have developed will also be considered and factored into this process where needs are aligned.

The Council will work to minimise disruption for service users, parents, and carers by working closely with families and the day opportunities market to support gradual transition to re-provisioned services.

Religion or Belief *Double click here to add impact / Hide*

Check box if NOT applicable

Key borough statistics: The borough also has a diverse range of faith communities. According to the 2011 Census, Christianity is the main religion in Waltham Forest, with 48 per cent of residents identifying as Christian. The second biggest religion is Islam with 22% of residents saying they are Muslims compared to 5% nationally. Other religions in the borough are Hindu (2.3% of residents), Buddhist (0.8%), Jewish (0.5%) and Sikh (0.5%). 18% of residents said they are secular/have no religion and 7% chose not to state their religion in the Census.

Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

Double click here to show borough wide statistics / hide statistics

Religion or Belief *Click and hover over the questions to find more details on what is required*

Additional Equalities Data (Service level or Corporate)

Religion or Belief *Click and hover over the questions to find more details on what is required*

The profile of service users at the Markhouse Centre by religion or belief indicates that the highest proportion of residents using the service follow the Islamic faith, with Christianity and not stated the next highest proportions.

Religion	Percentage
Islam	49%
Catholicism/Roman Catholicism	6%
Christianity	28%
No religion	4%
Not stated/blank	11%
Sikhism	2%

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e., where a decision affects a protected group more than the general population, including **indirect impact***

There is a higher percentage of followers of the Islamic faith that attend the Markhouse Centre. The closure of the service will result in a direct and disproportionate impact on this specific community.

Closure of the Markhouse Centre may exacerbate existing disparities and challenges faced by this group, as they may encounter difficulties in accessing culturally suitable alternative services or support systems.

Some current service users previously attended the above-mentioned Asian women's service, which is a contributing factor to the higher presentation of Muslim residents attending the Markhouse centre.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The Council recognises that residents using the service will have a need for culturally appropriate services that can best meet their needs. The Council is continually working with the learning disability day opportunities provider market and is assured that the wider market can effectively meet cultural needs.

Should a decision be taken to close the Markhouse centre, the Council will complete a person-centered statutory assessment of need with all service users, which includes sourcing culturally appropriate provision. The Council will work with service users, parents/carers, and the wider day opportunities market to ensure that individual needs are met through alternative provision. Existing friendships and relationships that residents have developed will also be considered and factored into this process where needs are aligned.

The Council will work to minimise disruption for service users, parents, and carers by working closely with families and the day opportunities market to support gradual transition to re-provisioned services.

Key borough statistics: In total, there is approximately equal number of men and women living in Waltham Forest (2014 Mid-year population estimates, ONS). However, there is a growing gender imbalance as people get older. 47% of those aged 50 and over are male and 53% are female, compared to 51% male and 49% female among the residents aged under 50.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

Age	Male	Female
Aged 0 to 15	51%	49%
Aged 16 to 24	51%	49%
Aged 25 to 49	51%	49%
Aged 50 to 64	48%	52%
Aged 65+	45%	55%
Total	50%	50%

Source: 2014 Mid-year population estimates, Office for National Statistics

[Double click here to show borough wide statistics / hide statistics](#)

Sex [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

The Markhouse Centre has a higher proportion of women that attend the service than men.

Gender	Number	Percentage
Male	20	40%
Female	32	60%

What is the proposal's impact on the equalities aims? Look for **direct impact** but also evidence of **disproportionate impact** i.e., where a decision affects a protected group more than the general population, including **indirect impact**

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

There are more female than male service users attending the Markhouse centre in comparison to the borough-wide data.

Should a decision be taken to close the Markhouse centre, the Council will complete a person-centered statutory assessment of need with all service users. The Council will work with service users, parents/carers, and the wider day opportunities market to ensure that individual needs are met through alternative provision.

The proposal to close the centre will impact all residents using the service, however, given the higher number of female service users, there may be a direct disproportionate impact on this group.

Sex *Click and hover over the questions to find more details on what is required*

The Council will work to minimise disruption for service users, parents, and carers by working closely with families and the day opportunities market to support gradual transition to reprovisioned services.

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Additional Equalities Data (Service level or Corporate)

At this stage it is not expected that the marriage and civil partnerships as a protected characteristic is applicable to the closure of Markhouse Centre.

Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

[Double click here to show borough wide statistics / hide statistics](#)

Additional Equalities Data (Service level or Corporate)

At this stage it is not expected that the marriage and civil partnerships as a protected characteristic is applicable to the closure of Markhouse Centre.

See pages 1 and 2 for full details of these two aims. This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

Key borough statistics: According to the **Resident Insight Survey** (wave 13 conducted in Feb-Mar 2016), 77% of Waltham Forest residents feel that their local area is a place where people from different backgrounds get on well together.

Women are more likely than men to feel that people from different backgrounds are getting on well locally (81% compared to 74%). Young people aged 16-29 are most likely to feel people are getting on well (84%), while older residents aged 65+ are least likely to think so (66%). BME residents are more likely to think that people from different background are getting on well in their local area than White residents (83% compared to 74%), which is likely related to the different age profile of the BME and White populations.

The Living Together Survey from Dec 2015-Feb 2016 found that 62% of residents agreed that they can mix with people from different backgrounds to themselves. One fifth (20%) feel they do not really mix with people from different backgrounds. People in the north of the borough (Chingford) are least likely to feel they have opportunity to mix with people from different backgrounds to themselves (55% compared to 68% in Leytonstone, 63% in Walthamstow and 61% in Leyton). Younger and BME residents are more likely to mix with people from different background than older residents and those of White background. The survey also found that not enough mixing between people of different backgrounds and lack of understanding of each other are perceived to be the two main reasons which can stop people from getting on together.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

As stated in this EQIA, there is a higher representation of residents using the service from an Asian heritage and that follow the Islamic faith, when compared to borough-wide data, who will be disproportionately impacted should the decision be taken to close the centre. There will also be a direct impact on learning disabled residents based on the nature of the service.

The Cabinet paper sets out the timeframes and principles that will underpin how the Council will seek to implement the closure, with a focus on person-centred assessments and supporting transition.

Waltham Forest has high ambition and aspirations for our residents with learning disabilities and their families, ensuring that our residents can live the life they want to lead and that they reach their maximum independence. This aligns with our vision for the borough as outlined in Mission Waltham Forest, including the ambition to make Waltham Forest a great place to live and age well, and to ensure every family and every child are given every opportunity.

Additional Impacts on Advancing Equality & Fostering Good Relations *Click and hover over the questions to find more details on what is required*

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

There are no additional impacts associated with the proposal to close the Markhouse centre other than those outlined above.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?

All actions to be taken are set out above.

Conclusion

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as

appropriate. If it is helpful, refer to other documents e.g., the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the "Equalities Implications" in the Cabinet report.)

This analysis has concluded that...

The proposal to close the Markhouse Centre is likely to have a disproportionate impact on certain communities as outlined above. To mitigate this impact, it is proposed that the Council will complete a person-centered statutory assessment of need with all service users and will work with service users, parents/carers, and the wider day opportunities market to ensure that individual needs are met through alternative provision.

The Council will work to minimise disruption for service users, parents, and carers by working closely with families and the day opportunities market to support gradual transition to reprovisioned services.

The Council are continually working with the learning disability day opportunities provider market regarding their capability and capacity.

The outcome following analysis indicates the impact to be:

Outcome of Analysis *Check one that applies*

Outcome 1

No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

Outcome 3

Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments would remove the barriers identified?

Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Head of Service:

Diane Ducie

Name:

Diane Ducie

Date:

12/11/24