

Equality Impact Assessment: Screening Tool

Summary of proposal

Name of proposal	Islington – Working towards being an Age Friendly Community
Reference number (if applicable)	
Service Area	Adult Social Care
Date screening completed	7 June 2024
Screening author name	Saleena Sreedharan
Fairness and Equality team sign off	
Authorising Director/Head of Service name	Nikki Ralph

Before completing the EQIA Screening Tool please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

Please provide a summary of the proposal.

Please outline:

- What are the aims/objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

What are the aims/objectives of this proposal?

An Age-friendly Community (AFC) is a growing movement, that enables people to age well and live a good later life. Somewhere that people can stay living in their homes, participate in the activities they value, and contribute to their communities, for as long as possible. By following the AFC approach local groups, leaders, councils, businesses and older residents will all work together to identify and make changes in both the physical and social environments. This may include improving transport, outdoor spaces, access to volunteering and employment, leisure and community services.

A [Full Council Motion to](#) join the Age Friendly Community (AFC) Network was approved in September 2023. The Council currently commissions, funds and provides a range of provisions for older people in the borough to support older people to live healthy, purposeful, independent, connected and fulfilling lives. Health is a key partner in this endeavor. Local partnerships include a rich, vibrant and diverse VCS sector with a wealth of knowledge, resources and understanding of local needs and community engagement particularly with marginalised groups.

Islington is committed to ensuring that everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life. The Council has clear ambition of working in partnership with residents, the voluntary and community sector, statutory sector partners and others to tackle key social and community challenges. Prevention, early intervention and building resilience lie at the heart of this approach. The Age Friendly Communities approach seeks to support the

implementation and delivery of local ambitions (Council and partnership ambitions) as they relate to older residents, with particular attention paid to developments that will address inequalities in older age.

The Centre for Better Ageing has implemented the World Health Organisation framework for Age friendly Communities using Eight Domains and Four-Step Programme Cycle.

Will this deliver any savings?

Specific savings are not attached to applying to join the AFC network and committing to implementing opportunities across the 8 domains. However, by adopting the AFC approach and looking through an age friendly lens in our work across the council, there is the potential to prevent or delay the need for more acute or specialist support longer term. Becoming an Age-friendly Community is about the commitment to make improvements through partnership working and within the resources available. This commitment to becoming a more age friendly borough will not take funding/resources away from other priorities. It will no indirect negative impact on other age groups.

What benefits or change will we see from this proposal?

Age-friendly Communities approach aims to ensure that the local environment, services and social networks enable people to age well and support intergenerational relations. Through targeted use of resources, the AFC framework supports local areas to understand the unique challenges and opportunities that demographic change poses to their community and then make strategic decisions about where to use limited resources to make the biggest difference. At the heart of an Age-friendly Community is the meaningful engagement and involvement of older people to shape their local community and place, so that services and spaces work for people as they age. Age-friendly Communities bring public, private and voluntary sector partners together so everyone can understand their role and take action to make improvements.

Benefit of approach include:

- Effective and targeted use of resource
- Preventative approach leading to better health outcomes.

- Brings partners together and integrates services - Impact will come from a whole system, whole borough, whole community approach – becoming an Age Friendly Community cannot be achieved by one organisation alone.
- Meet equality duty and care duty.
- Co-produced with older people.
- Make visible everything we are already doing.
- An opportunity to contribute to and learn from the network with other local authorities.
- Becoming an Age Friendly Borough should benefit everyone, enabling everyone to thrive as they age.

The Council is writing a Health and Wellbeing Strategy with a dedicated section to becoming an Age Friendly Community. Targeted engagement and coproduction with residents and partners will be key to developing the action plan.

Which key groups of people or areas of the borough are involved?

The new Health and Wellbeing Board strategy, in development, includes an Age Well priority which includes a commitment to become a more age friendly community. Officers will take updates on progress to the Health and Wellbeing Board. The Director of Adult Social care, a member of Corporate Management Team will be the Senior Responsible Owner (SRO).

We recognise that additional strategic and operational oversight is important to drive forward work in this space that is creative, resourceful, and dynamic to progress AFC through the four step Programme cycle. Therefore, we will set up a steering group of key stakeholders from across the Council, Health and VCS partners. This will not only drive developments but also act as a Community of Practice (CoP) to proactively apply an AFC lens in all we do. The steering group will also ensure that targeted AFC focused resident engagement feeds into development of local plans to ensure that plans reflect what is most important to Islington residents.

On whom will the proposal impact? Delete as appropriate.

Group of people	Impacted?
Service users	Yes
Residents	Yes
Businesses	Yes
Visitors to Islington	No
Voluntary or community groups	Yes
Council staff	No
Trade unions	No
Other public sector organisations	Yes
Others	Please specify:

What consultation or engagement has taken place or is planned?

Please outline:

- Which groups or communities you have consulted/plan to consult
- Methods used/will use to engage (for example, focus groups)
- How insight gained from engagement or consultation has been/will be fed into decision making or proposal design

If you have not completed any engagement activity and do not plan to, you should outline why this decision has been made.

The Council is committed to ensuring that residents are a key partner, telling us what matters to them, empowered within their communities, and influencing developments (services, approaches, ways of working) which is key to the [Islington Together 2030 plan](#). This approach is also enshrined in our ASC vision and co-produced principles. In addition, the Islington promise is to create a more equal Islington, as a collective approach.

Resident Voice to date:

To inform and help shape AFC work the Council have drawn on a wide range of consultation and engagement:

- Development of 2 partnership strategies – 1) Dementia 2) Adult Carer
- Development of Adult Social Care Accommodation Strategy
- [Older People JSNA](#)
- Wellbeing Service Review and service development

- Adult Social Care Survey – AFC analysis on key themes including Living conditions, getting out and about, Healthy Active Living, Working & Volunteering and Access to information.

On-going mechanisms to capture Resident Voice

The new Islington Adult Early intervention and Prevention service will provide a key function facilitating resident voice and coproduction in our AFC work, so we can continuously hear and listen to our residents on what matters most. The service will be expected to reach underrepresented groups, working in partnership with other community groups and reaching into communities to where residents are at, to ensure diverse range of older adults feed into this work and hold partners to account. We will develop, in partnership with the provider mechanisms for resident voice and engagement, for example potentially an older person's forum, to inform and monitor progress across the 8 domains.

The Steering group will also consider the potential for creating a role for a local AFC resident champion/ ambassador.

What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Of the groups you have identified above, please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. Use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA. See the guidance for help.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	<p>In 2022, Islington had 22,948 residents aged 65 or over, this was around 9% of the total population of the borough. From 2022-2032, the older population of Islington is expected to increase by 7,798 (35%)</p> <p>By Adopting an AFC approach and framework the projected increase in borough population are likely to benefit from the impact of more targeted resources, prevention and system wide</p>

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
				partnership approaches that brings Council strategic ambitions together.
Disability (include carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Disability is a factor influencing life expectancy and can lead to inequalities. A more age friendly borough may reduce the impact of disabilities or reduce barriers experienced by disabled people as they age.
Race or ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	24% of the older adult population are from the global majority . Of these, 46% identified as Black/Black British (11%) .
Religion or belief (include no faith)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Gender and gender reassignment (male, female or non-binary)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	55% of the older adult population of LBI are women
Maternity or pregnancy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Sex and Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Marriage or Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Islington is the 6th most deprived borough of London. In 2020, 4415 (20%) of older residents lived in the most deprived areas of the borough*. Looking at employment support through an age friendly lens should help people who want to remain earning in older age to be able to do so.

How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

Action	Lead	Deadline	Comments
N/A			

Screening Decision	Outcome
Neutral or Positive – no full EQIA needed*.	Yes/No
Negative – Low Impact – full EQIA at the service director’s discretion*.	Yes/No
Negative – Medium or High Impact – must complete a full EQIA.	Yes/No
Is a full EQIA required? Service decision:	Yes/No
Is a full EQIA required? Fairness and Equality recommendation:	Yes/No

* If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please send this completed EQIA Screening Tool to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team.

i. Staff Member completing this form:

Name: Saleena Sreedharan

Signed: SALEENA SREEDHARAN

Date: 07/06/2024

ii. Strategy, Equalities and Communities service:

Name: Max Edgington

Signed: MAX EDGINGTON

Date: 10/06/2024