


THIS FORM IS FOR USE BY WCC ONLY

Equality Impact Assessment

Directorate	Adult, Health & Community Services
Service Area	Strategic Commissioning
Policy/Service being assessed	Physical Disability Day services
Is this is a new or existing policy/service?	Existing service which is being reshaped as part of the transformation programme
If existing policy/service please state date of last assessment	Not applicable as the service is being reshaped
EqlA Review team – List of members	Kim Harlock, Head of Strategic Commissioning & Performance Andrew Sharp, Service Manager, Intelligence, Improvement & Partnerships
Date of this assessment	15 th January 2011
Signature of completing officer (to be signed after the EIA has been completed)	
Name and signature of Head of Service (to be signed after the EqlA has been completed)	
Signature of DMT Equalities Champion (to be signed after the EqlA is completed and signed by the completing officer)	

A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to the Directorate Equalities Champion and the Corporate Equalities & Diversity Team

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Priority status For EIA		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Physical Disability Day Centre Services			✓			✓	✓					✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities																											

Form A2

Equality Impact Assessment
Please Explain

Stage 1 – Scoping and Defining					
(1) What are the aims and objectives of policy/service?		<p>The service is designed to provide social support to customers with physical disabilities. Currently services are based in five locations across the County, with geographical location being important due to the need to ensure ease of access for customer to the centres but also to allow for centres to be used as a base for customer’s wishing to access universal services.</p> <p>The transformation programme for these services is designed to identify the most effective and efficient method of providing social support to FACS eligible customers with a physical disability. Services of this nature must meet the needs of the individuals accessing them and be appropriate to that level of need.</p>			
(2) How does the policy/service fit with the council’s wider objectives?		<p>The transformation of these services is in line with the strategic objective to maximise independence for older people and people with disabilities.</p>			
(3) What are the expected outcomes of the policy/service? Who is intended to benefit from the policy/service and in what way?		<p>As a result of the transformation programme the anticipated outcome will be that customer needs will be met where possible through the use of direct payments and personal budgets rather than building based day centre services. This change in delivery model is in line with the aspirations of the personalisation agenda as expressed through Putting People First and should result in improved outcomes for customers. In addition the change in approach will also mean that services are more cost effective in the future.</p>			
(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group? Please identify all groups that are affected		RACE	SEX	AGE ✓	GENDER REASSIGNMENT
		RELIGION/ BELIEF	PREGNANCY / MATERNITY	DISABILITY ✓	SEXUAL ORIENTATION
		Other – please specify			

(5) Are there any obvious barriers to accessing the service?	The transformed model of provision should reduce barriers in access to services as they will be more personalised and designed to support specific individuals through direct payments or personal budgets rather than being building based which requires an ability for the customer to travel in order to access the service.
(6) How does the policy/service contribute to promotion of equality?	The purpose of the service is to ensure that people with physical disabilities are able to access social support and services to reduce the potential for them to be marginalised or discriminated against in comparison to the wider population. Specific day services for BME customers which are provided and commissioned by the Directorate are being considered as part of a separate project through the transformation programme.
(7) Does the policy/service have the potential to promote good relations between groups?	Not specifically.
<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	National evidence and data clearly shows the benefits of moving towards the use of personalised approaches as an alternative to traditional services. In addition to this within Warwickshire significant engagement has been undertaken with existing customers and their representatives to gain their views as to the preferred options for service provision. All existing customers of day centre based physical disability service have been reviewed to assess their current needs and as part of this review, alternative models of provision have been discussed.

<p>(2) What consultation data has been used? What new consultation, if any, do you need to undertake?</p>	<p>As part of the development of our existing commissioning strategy for physical disability and sensory impairment services consultation was undertaken with existing customers to support the development of our approach. In addition to this as we go through the change programme for services such as those provided through our day services we have engaged with customers to identify the ways in which we can develop our model of provision to meet their needs in a more effective way. This has been undertaken through individual face to face discussion between existing customers and staff from the PHILLIS team. Colleagues from PHILLIS undertook a review of each customers needs and discussed how best these could be met from the perspective of the customer. The key messages that came through as part of this related to a desire to increase ability for social interaction and to retain an ability to meet in a safe and friendly environment. This feedback is being used to support the development of potential future models of provision through the use of personal budgets, direct payments and individual service funds.</p>
<p><u>Stage 3 – Making a Judgement</u></p>	
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>The national agenda of putting people first is clearly designed to improve outcomes for customers of traditional social care services. The intention to transform services so that they facilitate where appropriate community based alternatives to care in traditional settings is geared to increase choice and control. As part of this specific work, which responds to this national direction the clear intention is to use the self directed support process to clearly identify customer needs and to work with customers to identify the most effective ways of meeting these needs. The self directed support process is designed to ensure the best outcomes for the customers who access our services and to mitigate any potential adverse or negative impacts for individuals in their life experience.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>Although our current model of provision meets customer need the transformed services will provide greater levels of choice and control for our customers and ensure that needs can be met in a way which encourages better outcomes.</p>

<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?</p>	<p>The purpose of the transformation programme is to improve outcomes and reduce any negative impacts created through our current approach to meeting customer needs.</p>
<p>(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<p>The expectation is that there will be a positive impact upon customers with physical disabilities as direct payments and personal budgets will significantly increase the options and opportunities open to them. The use of this model of provision should reduce inequity in experience of social interaction for this group compared to the wider population.</p>
<p><u>Stage 4 – Action Planning, Review & Monitoring</u></p>	
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>No further action is required outside of the existing programme of work to support the transformation agenda.</p> <p>There are staffing implications as a result of this change, if we move away from the use of building based services staff numbers will reduce and or staff roles will change. A separate project plan to manage this transition has been developed as part of this portfolio of work.</p>

(2) Review and Monitoring
State how and when you will monitor
policy and EqIA Action Plan

Outcomes for individuals will be monitored on a routine basis through the assessment and care management process, all customers are reviewed on an annual basis to ensure that their needs are being met

An Equality Impact Assessment on this policy was undertaken on the 15th January and will be reviewed January 2013.