

# Warwickshire County Council

## Equality Impact Assessment for Budget process

<b>Directorate</b>	<b>Adult Health &amp; Community Services</b>
<b>Service Area</b>	<b>Locality Commissioning</b>
<b>Policy/Service being affected</b>	<b>Mental Health</b>
<b>Is this an investment or proposed saving?</b>	<b>saving</b>
<b>Is this proposed saving or investment directly linked to another i.e that an investment in a new or existing service relates to a saving in another area? If so please name the linked proposal.</b>	
<b>Who is undertaking this assessment?</b>	<b>Minakshee Patel</b>
<b>Date of this assessment</b>	<b>27<sup>th</sup> January 2011</b>
<b>Signature of completing officer (to be signed after the EIA has been completed)</b>	
<b>Name and signature of Head of Service (to be signed after the EIA has been completed)</b>	
<b>Signature of DMT Equalities Champion (to be signed after the EIA is completed and signed by the completing officer)</b>	
<b>Is your proposal likely to result in complaints from existing services users and/or members of the public? YES/NO</b>	
<b>If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible</b>	

**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**



Working for  
Warwickshire  
...Putting People First

## Form A1

### INITIAL SCREENING FOR BUDGET DECISIONS – DO THEY HAVE ANY RELEVANCE OR POSE ANY RISK TO ANY OF THE EQUALITIES GROUPS?



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 service or proposal being assessed:	Gender inc transgender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Priority status For EIA		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mental Health transformation	✓			✓			✓					✓			✓			✓	✓		
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities																					

For saving proposals complete form A2a below

For investment proposals complete form A2b below

**Form A2a – proposed savings**

**Equality Impact Assessment**

**Please Explain**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of service where savings are to be made?	<p>Mental Health services provided by Warwickshire County Council are there to improve the outcomes for people with mental health needs, and their carers. We want to do this by creating an environment that has a positive approach to all people who use mental health services. We want to support people in settings of their own choosing - or whatever <i>they</i> think is critical to their own recovery.</p> <p>The areas where savings will be made are:</p> <ol style="list-style-type: none"><li>1. Counselling and specialist advise and support to survivors of sexual abuse.</li><li>2. 1:1 community support service for people experiencing severe and enduring mental health problems.</li><li>3. Service that facilitates access to a variety of artistic and creative media for people experiencing severe and enduring mental health problems.</li><li>4. Provides specialist support, to service users with severe and enduring mental health problems to access training and employment opportunities.</li><li>5. Telephone helpline for service users experiencing severe and enduring mental health problems</li><li>6. Moultrie Road</li><li>7. Netherfield Day Service</li><li>8. Satkaar</li></ol>
(2) How does the service fit with the council's wider objectives?	<p>Meet AHCS vision – <b>“Our vision is to ensure people can maximise all opportunities to live independently. Our mantra is 'recovery, rehabilitation and reablement', where people need care, they have this delivered in the most personalised and cost effective way ”</b>, by:</p> <ol style="list-style-type: none"><li>1. Encouraging service users to exercise greater choice and control when accessing arts and creative media.</li><li>2. Contribute to cost savings target associated with Mental Health's area based grant.</li><li>3. Contribute towards the funding of Self Directed Support.</li></ol> <p>Warwickshire County Council's priority on “Maximising independence for older people and people with disabilities.</p>

<p>(3) What would have been the expected outcomes of the service?</p> <p>Who would have benefited from the service and in what way?</p>	<p>Services commissioned will be outcome focused to meet the needs of service users and their carers.</p> <p>Mental Health service users and their carers in Warwickshire</p>		
<p>(4) Does this proposed saving have the potential to directly or indirectly discriminate against any particular group or to compound issues of social inequality?</p> <p>Please identify all groups that are affected</p>	<p>RACE</p> <p>✓</p>	<p>AGE</p> <p>✓</p>	<p>GENDER inc Transgender</p> <p>✓</p>
	<p>RELIGION/BELIEF</p>	<p>DISABILITY</p> <p>✓</p>	<p>SEXUAL ORIENTATION</p>
<p>(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities</p>			
<p><b><u>Stage 2 - Information Gathering</u></b></p>			
<p>(1) What type and range of evidence or information have you used to help you make a judgement about the cut to this particular service?</p>	<p>Value for money exercises National agenda on Personalisation / Self Directed support</p>		
<p>(2) Have you been able to use any consultation data to help make this decision, if so what?</p>	<p>These are high level proposals and the final details regarding provision of appropriate services will be developed after consultation with stakeholders, service users and carers.</p>		
<p><b><u>Stage 3 – Making a Judgement</u></b></p>			
<p>(1) From the evidence above is there any adverse or negative impact identified for any particular group?</p>	<p>There is a potential for adverse impact, however need to undertake low level EIA to understand the level of detail in terms of any particular group(s).</p>		

(2) If there is an adverse impact, can this be justified?	See above
(3) if there is an adverse impact on social inequalities can these be justified?	n/a

(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?	See 1 above.				
(5) Is there any positive impact?  Does it promote equality of opportunity between different groups and actively address discrimination?	Services provided will be needs led, which gives greater choice & control to individuals and this can only be seen as positive.				
<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>					
If No Further Action is required then go to – Review & Monitoring  (1)Action Planning – Specify any action which could be taken to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	EIA Action Plan				
	<b>Action</b>	<b>Lead Officer</b>	<b>Date for completion</b>	<b>Resource requirements</b>	<b>Comments</b>
	Need to undertake low level EIAs for the specific areas.	David Soley	tbc	Within resources	
	Need to ensure data is collected regarding use of services by particular groups to identify any adverse impact.	David Soley	tbc	Within resources	
(2) Review and Monitoring  State how and when you will monitor the impact of this proposed saving	Monitoring arrangements agreed by Mental Health Service Manager				

Please annotate your proposed saving with the following statement:

‘An Equality Impact Assessment on this proposed saving was undertaken on (date of assessment) and will be reviewed on date (one years from the date it was assessed)’.