

Warwickshire County Council

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Equality Impact Assessment

Directorate	Adult, Health and Community Services
Service Area	Localities Services
Policy/Service being assessed	Roll out of SDS
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	Extension of Existing Policy to SDS
EqlA Review team – List of members	Jon Soros
Date of this assessment	28 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)	Wendy Fabbro
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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Roll out of SDS within LD services			✓			✓	✓					✓			✓			✓			✓			✓	✓		
Introduction of a ceiling to the amount that will be paid for LD services to be determined by use of the Care Fund Calculator			✓			✓	✓					✓			✓			✓			✓			✓	✓		

Form A2

Equality Impact Assessment Please Explain

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of policy/service?	<p>The aims of rolling out SDS are to:</p> <ul style="list-style-type: none">• Provide learning disability customers a personal budget which is equitable with their individual need• Providing customers greater choice over their support• Empowering customers in line with the personalisation agenda and Valuing People Now <p>The aim of introducing a ceiling for support costs in line with the CFC is to:</p> <ul style="list-style-type: none">• Ensuring that needs are met within available resources• Using the CFC to ensure that the council obtains the best value for care services provided to customers• Ensuring that packages agreed are sufficient to meet customers identified FACS eligible needs
(2) How does the policy/service fit with the council's wider objectives?	<p>The Directorate is has already implemented SDS in OPPD and this is a roll out of processes already established and working in that service. The process has not been amended for LD but the resource limits have been changed to account for the different market prices for support for LD customers. It is in line with the departments transformation and personalisation objectives and underpins the rest of the transformation in LD aimed at increasing independence and quality of life.</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>That everyone with a learning disability will receive a personal budget and gain choice and control over their lives. This budget will be there to meet the customers' personal needs and will be set within the council's available resources. It is intended that through providing more choice and control customers will use the budgets to find more community based means of meeting their care needs wherever possible and that this will lead to a more open market and reduced costs in the longer term.</p>

(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?	RACE	SEX	AGE	GENDER REASSIGNMENT
Please identify all groups that are affected	RELIGION/ BELIEF	PREGNANCY / MATERNITY	DISABILITY	SEXUAL ORIENTATION
	Other – please specify			
(5) Are there any obvious barriers to accessing the service?	No because the process is conducted with the assistance of social work staff and with advocacy where needed.			
(6) How does the policy/service contribute to promotion of equality?	It helps people to have a greater say in their life and enables the outcomes they have prioritised to be met. This means that LD customers will have greater equality as they will have the same levels of control that are already given to the OPPD customer group.			
(7) Does the policy/service have the potential to promote good relations between groups?	Gives transparency about budget allocations to customers and third party stakeholders. The ability to access more universal services means a decreased segmentation of services by customer type and increased community integration.			
<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?	<p>A range of evidence has been used across the three core service areas.</p> <ul style="list-style-type: none"> • The draft Strategy for Learning Disabilities, and associated research • Co-production working with service users and carers, and the work of external facilitators Jenny Wood- InControl, and Martin Cattermole (DoH) • National policy including Putting People First, Valuing People Now, A Vision for Social Care 			

<p>(2) What consultation data has been used? What new consultation, if any, do you need to undertake?</p>	<p>This project has used co-production rather than consultation, as the policy and process are nationally tested and the roll-out is in line with national policy.</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 RAS will give lower budget figures that would be expected for LD customers because of the market differences in cost between services for LD and the rest of the adult customer groups. This has been considered and mitigated by use of the CFC to inform what reasonable moderation is. The ability of LD service managers to moderate the RAS will mitigate any potential negative impact this could have as it will not affect their final budget allocation, and the RAS should become more accurate over time.</p> <p>Initial impact expected on staff productivity because of the demands of learning a new process and the initial discomfort about having money discussions with customers. This is being mitigated through dedicated training and on site support after the process has gone live.</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>The budgets allocated are likely to be lower than the pre-SDS budgets as they are going to be assessed on the market value of the provision and not on what has been dictated by providers. This may have a negative impact on providers where their costs are unsustainably high; however the council can not afford to pay beyond its available resources and the fair market price for services.</p>

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	Training for the staff and super users, CFC to ensure that the budget given is suitable for support identified and for providers we are providing them with a transparent process and gives a range of costs which affords for negotiation.
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	The impact for customers with learning disabilities should be positive in terms of increasing their choice and control over their support and increasing the chances to be more independent and have greater access to the local community.
<u>Stage 4 – Action Planning, Review & Monitoring</u>	

If No Further Action is required then go to – Review & Monitoring

(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.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Review post-implementation, through the Choice and Control project	Jon Soros	April 2011	N/A	
Ongoing review of market changes and processes for SDS	SDS Project Board	Ongoing		
moderation activity on personal budgets	LSMT	Ongoing		

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

Ongoing monitoring

Please annotate your policy with the following statement:

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