

Warwickshire County Council

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Equality Impact Assessment

Directorate	Adult Health & Community Services
Service Area	Strategic Commissioning & Performance Management
Policy/Service being assessed	Warwickshire's Joint Commissioning Strategy For Adults with A Learning Disability (2011-2014)
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	Existing Policy
EqIA Review team – List of members	Chris Lewington/Amanda Burn
Date of this assessment	5 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 EqIA has been completed)	
Signature of DMT Equalities Champion (to be signed after the EqIA 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



*Working for
Warwickshire*
...Putting People First

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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Joint Commissioning Strategy for Adults with a Learning Disability 2011-2014		✓			✓		✓					✓			✓			✓			✓			✓			✓
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?

The aim of the strategy is to promote the rights of adults with a learning disability to live locally as equal citizens, to maximise their independence through the provision of a range of services including, good information and advice, access to employment, leisure and learning opportunities.

The objectives of the strategy include:

1. To help people with a learning disability to direct their own support, offering a personal budget so that they have maximum control and through self directed support ensure everyone who is eligible for social care has real choice and control over their lives and the services they use.
2. Through better commissioning, ensure people with a learning disability and their carers have access to a range of housing and support options which promote independence and wellbeing,.
3. By promoting active citizenship and community connections ensure people have access to valued opportunities such as getting a job, being included in their local communities, accessing leisure and learning opportunities and engaging in meaningful activities during the day, evenings and at weekends.
4. Ensure people have access to good health, through better health promotion, timely access to primary and secondary care including access to professional and skilled staff in peoples own homes, preventing admission to institutional care, where this is possible.
5. An emphasis will be placed on supporting people who are least heard, for example, people with profound and complex needs, people with autism and/or people from minority communities to make decisions and choices for themselves.
6. Support family carers, particularly older family carers, to enable them to continue in their caring role where they are able, and to plan for the future of the person they care for when this is needed.
7. To have an effective governance structure that promotes joint working and ensures delivery of this strategy, including an effective and efficient learning disability partnership board.

<p>(2) How does the policy/service fit with the council's wider objectives?</p>	<p>The strategy fits with one of the council's 4 key priorities to maximize independence for older people and adults with disabilities.</p> <p>As well as complying with the Directorate's Principles for Change' –</p> <ul style="list-style-type: none"> • We must look to deliver quality services at the lowest possible costs. • We must look to help people regain or attain independence outside of social care services, wherever this is possible. • We must aim to share services with local partners either neighbouring local authorities or with health partners or both together, where this offers the best solutions. • We will help people to use their own resources where this is feasible. We will no longer offer subsidies for services for those who through a means test can demonstrate they can afford to pay for those services. <p>This strategy is the local response to national policy initiatives and to what people with a learning disability have told us in Warwickshire about what they need and want in order to have a good life and improve the outcomes that matter to them the most. It also describes what we need to do to help make this happen.</p>			
<p>(3) What are the expected outcomes of the policy/service?</p> <p>Who is intended to benefit from the policy/service and in what way?</p>	<ul style="list-style-type: none"> • People with a learning disability want to have choice and control over how they live their life. • People with a learning disability want to live a fulfilled life. • People with a learning disability want a safe and secure place to live where their needs can be met. • People with a learning disability want to be healthy and well • Carers want a more fulfilled life of their own. They want confidence to know that any services provided to the person they care for are of the highest quality. 			
<p>(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?</p>	<p>RACE</p> <p>NO</p>	<p>SEX</p> <p>NO</p>	<p>AGE</p> <p>NO</p>	<p>GENDER REASSIGNMENT</p> <p>NO</p>

Please identify all groups that are affected	RELIGION/ BELIEF NO	PREGNANCY / MATERNITY NO	DISABILITY NO	SEXUAL ORIENTATION NO
(5) Are there any obvious barriers to accessing the service?	Other – please specify No			
(6) How does the policy/service contribute to promotion of equality?	The strategy is about ensuring that ALL adults with a learning disability & their carers have access to the support they need to enable them to achieve positive outcomes.			
(7) Does the policy/service have the potential to promote good relations between groups?	Yes			
<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?	<ul style="list-style-type: none"> • Joint Commissioning Strategy for Adults with a Learning Disability • Information from Consultation events arranged with adults with a learning disability, carers and stakeholders to support the development of the strategy, during February 2010. • Valuing People Now 2009 • Valuing Employment Now • Putting People First Concordat 2008 • National Projections (Research undertaken in 2008 by the Centre for Disability Research) • Local projections/profile & statistics (information obtained from DH PANSI) • Warwickshire's Joint Strategic Needs Assessment 			

(2) What consultation data has been used?
What new consultation, if any, do you need to undertake?

In February 2010, 3 workshops were arranged using the model of 'Putting People First – Working Together for Change: Using Person Centred Information for Commissioning.

The aim of the workshops was to:

- Review the existing Strategy, obtain views on future service provision and identify key themes which would inform the future decision making process and commissioning intentions to be considered in the Strategy.

The 3 key groups of people identified to consult with were –

- Adults with a learning Disability living in Warwickshire – 28 people attended
- Family Carers of adults with a learning disability – 16 carers attended
- Stakeholders – range of statutory, voluntary & private sector organisations – 37 people attended.

As this Strategy has now been refreshed further and significant changes to services are required, a 3 month consultation has been proposed. It is important that service users, carers and key stakeholders, particularly our partners, have a thorough understanding of the vision and philosophy and have a real opportunity to express their views and for those views to be listened to and heard in the final decisions made.

The engagement plan will follow the same model as utilised in the February workshops, as this model will provide a positive platform on which to build discussion and dialogue.

The following groups of people will be involved with the consultation:

- Adults with a learning disability
- Carers of adults with a learning disability
- Frontline staff
- Key stakeholders – district & borough councils, health, voluntary and community sector and private industry.

A wide range of innovative engagement methods will be employed in order to provide opportunities for everyone to have their say about the Strategy and future service provision.

<u>Stage 3 – Making a Judgement</u>	
<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>	No
<p>(2) If there is an adverse impact, can this be justified?</p>	Not applicable

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	Not applicable																				
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Yes - The strategy is about ensuring that ALL adults with a learning disability including those with complex needs, have access to the support they need to enable them to achieve positive outcomes.																				
<u>Stage 4 – Action Planning, Review & Monitoring</u>																					
<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>EqlA Action Plan</p> <table border="1" data-bbox="779 798 2042 1027"> <thead> <tr> <th>Action</th> <th>Lead Officer</th> <th>Date for completion</th> <th>Resource requirements</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments															
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(2) Review and Monitoring State how and when you will monitor policy and EqlA Action Plan	The Strategy will be reviewed annually, in conjunction with the Implementation Plan.																				

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)’.