





## 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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
The Reablement service: A home care model based on promoting individuals independence.	✓			✓			✓			✓			✓			✓			✓		
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

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of service where savings are to be made?	<p>The overall aim of Reablement services focuses on promoting independence. Reablement slows down dependency by “assisting” people to do things for themselves. Customers will be supported in their own home to rebuild their confidence and independent living skills which will enable them to live and enjoy a more independent life.</p> <p>The main project objectives are to:</p> <ul style="list-style-type: none"><li>▪ Continue to reduce the intensity levels and volumes of ongoing need for care (including domiciliary care services).</li><li>▪ To deliver the modernisation of home care by moving the focus of the internal service away from maintenance home care to Reablement home care</li><li>▪ Improve the current Reablement model in order to maximise efficiency, capacity, and through-put to ensure Reablement is accessible to the widest possible client group(s).</li></ul>
(2) How does the service fit with the council’s wider objectives?	<ul style="list-style-type: none"><li>▪ The new Government’s commitment to reduce public borrowing.</li><li>▪ Contribution towards the AHCS transformation savings targets</li><li>▪ Supports AHCS vision statement: <i>“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 “</i></li><li>▪ Customers first, Improve Lives and Lead Communities</li><li>▪ Government White Paper ‘Our Health, Our Care, Our Say’</li><li>▪ Governments concordat ‘Putting People First’</li></ul>

<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>	<ul style="list-style-type: none"> <li>▪ This work will optimise the use of available resources and deliver flexible and responsive care that enables customers to exercise control.</li> <li>▪ This will also enable us to maintain a good quality service into the future, and provide specialised services to help people to live at home safely, securely and independently for as long as possible.</li> <li>▪ The introduction of this service may lead to a reduction in the size of the current in-house home care service provision.</li> <li>▪ Potentially a change in the shape of further home care demand as Reablement begins to reduce or slow down the rate of intense levels.</li> </ul>		
<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>Yes</p>	<p>AGE</p> <p>Yes</p>	<p>GENDER inc Transgender</p> <p>yes</p>
	<p>RELIGION/BELIEF</p> <p>Yes</p>	<p>DISABILITY</p> <p>yes</p>	<p>SEXUAL ORIENTATION</p> <p>yes</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>	<ul style="list-style-type: none"> <li>▪ National Research – There is extensive research at a national level that suggests a home care service based on promoting individuals independence through offering a Reablement home care service.</li> <li>▪ Joint strategic needs analysis – enabling us to prioritise resources and commission services that will improve outcomes for Warwickshire’s communities.</li> <li>▪ Home Care Satisfaction Survey – Customers views are central to informing future commissioning decisions.</li> <li>▪ Quality Ratings – Our improving lives strategy aims to ensure that pro-active steps are taken to tackle poor performing services.</li> <li>▪ Staffing profile – significantly greater proportion of women within the workforce.</li> </ul>
<p>(2) Have you been able to use any consultation data to help make this decision, if so what?</p>	<ul style="list-style-type: none"> <li>▪ Consultation with staff and customers about future provision – to ensure reassurance is given about the maintenance of home care quality and standards.</li> <li>▪ Legal and Union consultation to ensure that the home care transformation is implemented in a fair and equitable way.</li> <li>▪ Consultation with external providers to ensure capacity is available should we need to transfer packages currently provided by internal home care services.</li> <li>▪ Further consultation is on-going both with staffing groups, unions and customers throughout the change programme.</li> </ul>
<p><b><u>Stage 3 – Making a Judgement</u></b></p>	

(1) From the evidence above is there any adverse or negative impact identified for any particular group?

- Due to the nature of the change process which is to reduce the size of the internal home care service there will be a negative impact on various counts including age, gender and potentially ethnicity due to the profile of the current workforce.
- Inevitably this impacts on people with disabilities and does not impact on people without disabilities.
- In older people it will impact more on women simply because more customers are women, but it does not appear to impact disproportionately for women.
- It impacts more upon older people with disabilities more than it impacts upon younger adults with disabilities.
- Those with more severe needs or do not have the ability to learn for retain information may not be offered a Reablement service as this research shows that Reablement services do not reduce dependency.
- The service is open to all adults who live in Warwickshire (age 18+) no matter what gender, disability, ethnicity, religion or sexual orientation, and any impact on these groups will be continually monitored.
- Reablement is not offered to individuals who do not meet FACs eligibility, have a severe mental health, drug/alcohol related conditions or people with a learning disability. There are, however, other services within the council that meet the needs of this group.

(2) If there is an adverse impact, can this be justified?

- The fact that this impacts on people with disabilities and does not impact on people without disabilities is simply because people with disabilities are the customer base of adult social services and people without disabilities are not. This therefore is a justifiable impact.
- The fact that this impacts more upon older people is because the majority of the client base are older people.
- People with more significant disabilities will be more affected but this is because higher more complex needs equates to higher services which equates to higher cost and higher level of input with lower benefits to the client. This is justifiable on the grounds that to offer Reablement services to those that tend not to benefit from would be to the detriment of those who would benefit from Reablement as the service would not have capacity or the financial resources to see all customers.

(3) if there is an adverse impact on social inequalities can these be justified?

<p>(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>	<p>The Reablement service will be continually monitored and kept under review to reduce any adverse impact.</p>
<p>(5) Is there any positive impact?</p> <p>Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<ul style="list-style-type: none"> <li>▪ The first 6-weeks of Reablement is not charged (free service) and therefore does not discriminate against anyone in accordance to their financial circumstances.</li> <li>▪ Contributes to meet savings targets in a way that reduces the need for ongoing, expensive, social care support which is a far better impact than the alternative which would be to raise criteria for services and therefore increase unmet need.</li> <li>▪ The service promotes and aims to maximise independence, enabling people to remain in their own homes and communities. This in turn reduces isolation from the people and places that they know.</li> <li>▪ Prevents or delays the need for ongoing domiciliary care</li> <li>▪ Reduces the level of domiciliary care required by those people who need ongoing support</li> <li>▪ Reduces the number of hospital and residential care home admissions</li> <li>▪ Facilitates timely hospital discharge</li> </ul>
<p><b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b></p>	

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.

Reablement is a new service and we continue to monitor this through daily working practice with developments identified through the Reablement Project Group which takes place monthly. This group has identified developments that are then modelled into a work package where a post holder has delegated responsibility for completion and recommendation of the service development.

EIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

(2) Review and Monitoring

State how and when you will monitor the impact of this proposed saving

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)’.

**Form A2b – proposed investment**

**Equality Impact Assessment**

**Please Explain**

**Stage 1 – Scoping and Defining**

(1) What are the aims and objectives of the proposed investment?

(2) How does the investment fit with the council's wider objectives?			
(3) What are the expected outcomes of the investment?			
Who is intended to benefit and in what way?			
(4) Does this investment have the potential to directly or indirectly discriminate against any particular group?	RACE	AGE	GENDER
Please identify all groups that are affected	RELIGION/BELIEF	DISABILITY	SEXUAL ORIENTATION
(5) Are there any positive impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities			
(6) Are there any obvious barriers to accessing the service provided through the investment?			
(7) How does the investment contribute to promotion of equality and/or reduction of social inequalities?			
(8) Does the investment have the potential to promote good relations between groups?			
<b><u>Stage 2 - Information Gathering</u></b>			
(1) What type and range of evidence or information have you used to help you make a judgement about the proposal?			

<p>(2) What consultation data has been used? What new consultation, if any, do you need to undertake?</p>	
<p><b><u>Stage 3 – Making a Judgement</u></b></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>(2) If there is an adverse impact, can this be justified?</p>	

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?																										
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?																										
<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>																										
<p>If No Further Action is required then go to – Review &amp; Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the proposal to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EIA Action Plan</p> <table border="1"> <thead> <tr> <th data-bbox="763 759 1032 836">Action</th> <th data-bbox="1032 759 1285 836">Lead Officer</th> <th data-bbox="1285 759 1538 836">Date for completion</th> <th data-bbox="1538 759 1792 836">Resource requirements</th> <th data-bbox="1792 759 2112 836">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> <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 EIA Action Plan																										

Please annotate your policy with the following statement:

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