

Draft

Equality Impact Assessment

Directorate	Adult, Health and Community Services
Service Area	Service development across the directorate
Policy/Service being assessed	Reduction of service development funding over the period of the medium term financial plan
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	
Head of Service	Wendy Fabbro / Gill Jowers
EIA Review team – List of members	
Date of this assessment	December 2010

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			Priority status For EIA		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Service development across the directorate		✓			✓			✓				✓			✓			✓			✓

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>As part of the directorates overall funding allocation, the government have continued to provide funding through the social care reform grant (£2.2M) to support the transformation of Adult Social Care. Reliance on this funding stream for development investment and pump priming funding will reduce over the medium financial term as new services are implemented. This is in line with the Council's savings plans. These proposals deliver this reduction and include:</p> <ul style="list-style-type: none">a) reduced spend on external training and venuesb) reduced spend on external consultancyc) reduced funding for double running costs e.g. reablement and home care <p>The reductions proposed are as follows £410k in 2011-12 £510k in 2012-13 £610k in 2013-14</p>
(2) How does the policy/service fit with the council's wider objectives?	<p>Contributes to the national objectives of delivering a transformed adult social care service, through meeting the AHCS vision. "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."</p> <p>The new business model for adult social care in Warwickshire will deliver this vision.</p> <p>Meets the Council's priority on "Maximising independence for older people and people with disabilities.</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>	<p>Since the funding is targeted at underpinning the delivery of transformation, the expected outcomes are to deliver the Adult Social Care vision and meet the councils priority for older people and people with disabilities.</p> <p>People who use adult social care services or people who may need to use adult care services in the future will benefit.</p>		
<p>(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?</p> <p>Please identify all groups that are affected</p>	<p>RACE</p>	<p>AGE</p>	<p>GENDER</p>
	<p>RELIGION/BELIEF</p>	<p>DISABILITY</p>	<p>SEXUAL ORIENTATION</p>
<p>(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example of our most geographically disadvantaged communities?</p>	<p>Other – please specify The proposals do not discriminate against any particular group.</p> <p>The pace of change does mean that new style services will come in quickly. This benefits the whole county and the directorate are targeting use of this funding (albeit a reducing amount over the medium financial term) to mitigate against adverse effects of change for those using existing services.</p>		
<p><u>Stage 2 - Information Gathering</u></p>			
<p>(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?</p>	<p>N/A – covered by the national personalisation agenda and service specific value for money exercises</p>		
<p>(2) What consultation data has been used? What new consultation, if any, do you need to undertake?</p>	<p>Service development resources are targeted to support services in transitional arrangements and consultation(s) is/are underway or planned, (supported by this funding) for those services in transition.</p>		

Stage 3 – Making a Judgement

(1) From your data and consultations is there any adverse or negative impact identified for any particular group?

Is there any evidence of needs not being met?
e.g. language or physical access barriers; lack of appropriate resources or facilities

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

No

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	The process to decide staff moves will be fair and transparent																													
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Not applicable.																													
<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>EIA Action Plan</p> <table border="1" data-bbox="728 831 2112 1209"> <thead> <tr> <th data-bbox="728 831 1068 906">Action</th> <th data-bbox="1068 831 1346 906">Lead Officer</th> <th data-bbox="1346 831 1626 906">Date for completion</th> <th data-bbox="1626 831 1861 906">Resource requirements</th> <th data-bbox="1861 831 2112 906">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="728 906 1068 1098">Ensure that the process for staff moves is fair and transparent</td> <td data-bbox="1068 906 1346 1098">Naida Williams</td> <td data-bbox="1346 906 1626 1098">December 2010</td> <td data-bbox="1626 906 1861 1098">N/A</td> <td data-bbox="1861 906 2112 1098"></td> </tr> <tr> <td data-bbox="728 1098 1068 1134"></td> <td data-bbox="1068 1098 1346 1134"></td> <td data-bbox="1346 1098 1626 1134"></td> <td data-bbox="1626 1098 1861 1134"></td> <td data-bbox="1861 1098 2112 1134"></td> </tr> <tr> <td data-bbox="728 1134 1068 1171"></td> <td data-bbox="1068 1134 1346 1171"></td> <td data-bbox="1346 1134 1626 1171"></td> <td data-bbox="1626 1134 1861 1171"></td> <td data-bbox="1861 1134 2112 1171"></td> </tr> <tr> <td data-bbox="728 1171 1068 1209"></td> <td data-bbox="1068 1171 1346 1209"></td> <td data-bbox="1346 1171 1626 1209"></td> <td data-bbox="1626 1171 1861 1209"></td> <td data-bbox="1861 1171 2112 1209"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	Ensure that the process for staff moves is fair and transparent	Naida Williams	December 2010	N/A																
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(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan	October 2010 – 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)'.