

## Warwickshire County Council

### Equality Impact Assessment for Budget process

<b>Directorate</b>	AHCS
<b>Service Area</b>	Adult Social Care and Children Social Care
<b>Policy/Service being affected</b>	<b>Workforce Development</b>
<b>Is this an investment or proposed saving?</b>	Savings on IT Consultants and on quality payments to providers (ASC-18)
<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>	This proposed saving is directly linked into the Oracle Learning Management System developments.
<b>Who is undertaking this assessment?</b>	Rachel Faulkner & Andrew Sharp
<b>Date of this assessment</b>	31 <sup>st</sup> January 2011
<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>	Ron Williamson
<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?</b> <p style="text-align: center;"><b>NO</b></p>	
<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**



## 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		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Savings on IT Consultants	✓																				
Savings on Quality Payments to Providers			✓			✓			✓			✓			✓			✓			✓
Removal of LDS Posts		✓				✓			✓			✓			✓			✓			✓
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**

**Stage 1 – Scoping and Defining**

(1) What are the aims and objectives of service where savings are to be made?

The consultancy budget was used to cover agency staff working on systems support, which will now be absorbed as a savings for the L&D Service, with ongoing support being provided for this more cost effectively through corporate ICT. Further development of the systems will transfer to HRMS Oracle Learning Management, (OLM).

**The L&D Service provides support to the social care workforce for both adults and children’s services together with the PVI sector and commissioning & support staff within Adult Health and Community Services Directorate.** The Service funding is complicated partly as a result of being a shared service with funding through an SLA from CYP&F. Staffing allocations and therefore savings have to be split between the three elements of funding. Below are the proposals which identify how spending on L&D Service staff could be reduced to contribute towards these savings.

In relation to quality payments we have over the past three years provided specific targeted funding to stimulate improvements and changes across the providers we commission from. These quality improvements were focused on issues raised through social care regulators the Care Quality Commission (CQC). Following changes to the regulatory framework we will not be focusing our approach to quality in this way in the future and will instead be addressing this activity through standard contracting structures.

<p>(2) How does the service fit with the council's wider objectives?</p>	<p>As well as meeting the expectations of our corporate priority this work will also address the government grants element of the transformation programme and links to the targets we have set to increase efficiencies and effectiveness through the learning and development that we commission.</p> <p>The change in approach to the delivery of quality in the commissioned sector and the removal of the quality payment arrangement will not alter our responsibilities or the way in which we meet our strategic objective to maximise independence.</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>The Directorate is forecasting a £7 million overspend in 2010/11 where drastic action is being taken to achieve these savings.</p> <p>Supporting the Directorate objective to ensure we have a competent, confident and appropriately qualified workforce across Adult and Children Social Care.</p> <p>As expressed quality payments focused on specific improvements to provision in residential care, as a result the impact would have been across all client groups.</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>Indirect</p>	<p>AGE</p> <p>Direct</p>	<p>GENDER inc Transgender</p> <p>Indirect</p>
<p>Please identify all groups that are affected</p>	<p>RELIGION/BELIEF</p> <p>Indirect</p>	<p>DISABILITY</p> <p>Direct</p>	<p>SEXUAL ORIENTATION</p> <p>Indirect</p>
<p>(3) 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>(4)</p>	<p>Indirect impact as it will be necessary to transfer additional costs to the Private, Voluntary and Independent Partners.</p> <p>The removal of quality payments does not result in negative impacts as we will continue to deliver against the agenda in a different way.</p>		

<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 cut to this particular service?	<p>Worked with and been directed by Financial Services, Strategic Commissioning and Heads of Service.</p> <p>In relation to the decision around quality payments this has been made following consideration of the impact that the existing approach has made, current national thinking and the changes to regulatory arrangements.</p>
(2) Have you been able to use any consultation data to help make this decision, if so what?	<p>Performance management framework and processes indicate learning and development activity required for workforce planning.</p> <p>Consultation would not have been appropriate in relation to quality payments.</p>
<b><u>Stage 3 – Making a Judgement</u></b>	
(1) From the evidence above is there any adverse or negative impact identified for any particular group?	<p>The reduced staffing structure will be based on the future Directorate intentions and requirements of the authority. However, due to the decreased capacity within the service there are potential challenges which may impact on our legal duties and government drivers.</p> <p>There is no evidence that the removal of quality payments will have an adverse impact on any groups or customers, the value of the payment when spread across the range of commissioned providers is low and alternative arrangements will be in place to drive up quality.</p>
(2) If there is an adverse impact, can this be justified?	<p>Through new ways of working we plan to minimise impact.</p>
(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>Through new ways of working we plan to minimise 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>	<p>With the implementation of OLM all Directorates will be working with one system across the local authority.</p> <p>By managing capacity across LDS, it has enabled colleagues to take on additional tasks and opportunities.</p>																									
<p><b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b></p>																										
<p>If No Further Action is required then go to – Review &amp; Monitoring</p> <p>(1)Action Planning – Specify any action which could be taken 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="779 826 2040 1054"> <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> <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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<p>(2) Review and Monitoring</p> <p>State how and when you will monitor the impact of this proposed saving</p>	<p>Ongoing monitoring with colleagues across the local authority and partners</p> <p>Quality in the social care market is measured on an on-going basis through our contract monitoring arrangements and an annual overall position is assessed supported by CQC data.</p>																									

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**

<b>Stage 1 – Scoping and Defining</b>			
(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?

**Stage 2 - Information Gathering**

(1) What type and range of evidence or information have you used to help you make a judgement about the proposal?

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

**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?

(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="779 759 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 2045 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)’.