





## 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			
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Reduction in spending on Carers contracts from re-commissioning	✓			✓			✓					✓			✓	✓			✓			
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities Yes																				✓		

For saving proposals complete form A2a below

For investment proposals complete form A2b below

**Form A2a – proposed savings**

**Equality Impact Assessment**

**Please Explain**

<b><u>Stage 1 – Scoping and Defining</u></b>			
(1) What are the aims and objectives of service where savings are to be made?	To provide support to informal carers, reduce the burden of caring, to increase social mobility of carers and to reduce social isolation, particularly for those in rural or minority communities. The policy increases the range and provision of information and advice with the result of increasing community connection. In addition, it provides direct support and direct replacement care in order to give the carer a life outside of their caring responsibilities.		
(2) How does the service fit with the council's wider objectives?	The policy fits into the council's wider objectives and the four priorities.		
(3) What would have been the expected outcomes of the service?  Who would have benefited from the service and in what way?	Carers would have been better and more informed and thus would have been able to make better decisions. Carers would have increased opportunity to have a life outside of caring and as a result, carer's social isolation would have been reduced. Carer's mobility to access a range of services increase. A reduced number of carer breakdown, reduced numbers of carers and a reduced reliance on more costly services such as residential care.  The carers and the service users as well as WCC though better outcomes at lower cost.		
(4) Does this proposed saving have the potential to directly or indirectly discriminate against any particular group or to compound issues of social inequality?  Please identify all groups that are affected	RACE	AGE	GENDER inc Transgender
	Y	Y	Y
	RELIGION/BELIEF	DISABILITY	SEXUAL ORIENTATION
	N	Y	N

(5) Are there any negative impacts on social inequality issues? This includes impacts on child poverty for example or our most geographically disadvantaged communities	Yes, without this people will be trapped in a negative cycle.
<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?	National and local empirical data, including financial cost analysis. Qualitative data including carer feedback will all contribute to the final plan.
(2) Have you been able to use any consultation data to help make this decision, if so what?	Annual carer survey, focus groups and co production group.
<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?	Yes there will be a negative impact on the carers and those they support across the community.
(2) If there is an adverse impact, can this be justified?	Only in the context of the need to make savings.
(3) if there is an adverse impact on social inequalities can these be justified?	Only in the context of the need to make savings.

<p>(4) What actions could be taken or have been taken to reduce or eliminate negative or adverse impact?</p>	<p>This policy will aim to consolidate rather than delete services; access to services will still be dependant on need. Clearer communications will be used in the future to ensure that clients are clear which services they can access. Thought partnership working with the voluntary sector, WCC will ensure that all carers regardless of eligibility can access a base level of information.</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>No</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="779 751 2040 983"> <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>An Equality Impact Assessment on this proposed saving was undertaken on 31/1/11 and will be reviewed on date 31/1/12.</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?			

<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?	
(2) What consultation data has been used? What new consultation, if any, do you need to undertake?	
<b><u>Stage 3 – Making a Judgement</u></b>	
(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" data-bbox="779 759 2040 991"> <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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(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)’.