

Equality Impact Assessment

Directorate: Wellbeing																																																		
Service: Adult Social Care																																																		
Name of Officer/s completing assessment: Simon Broad																																																		
Date of Assessment: February 2017																																																		
Name of service/function or policy being assessed: Use of Telecare and Equipment																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The aim of this piece of work is to bring the direct provision of telecare equipment and alarm monitoring in line with the progression of modern technologies which allows access to all and to provide information to service users on where they can source appropriate technologies for themselves.</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>This will be undertaken by all operational social work teams within Adult Social Care.</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td>✓</td> <td></td> <td></td> </tr> </tbody> </table> <p>Age: All people over 18 who are in receipt of Slough Borough Council assistive technologies or Direct payment to source the same.</p> <p>Disability: As above.</p>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	✓			Disability:	✓			Gender Reassignment:	✓			Marriage and Civil Partnership:	✓			Pregnancy and maternity:	✓			Race:	✓			Religion and Belief:	✓			Sex:	✓			Sexual orientation:	✓			Other	✓		
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Using technologies that are widely available increases independence and social inclusion; the service supports all protected characteristics in line with identified health and social care needs.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Some service users will need to purchase their equipment directly from suppliers as some equipment will no longer be purchased by the council.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Monitored usage of telecare and equipment supplied. Service users will receive a review of their needs to assess the impact on individuals.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The Care Act was launched in 2014 which emphasised a preventative and person centred approach for people who may be in need of social care. The department consulted with a wide range of voluntary and user groups regarding these significant changes to social care law. Full consultation will be undertaken through the partnership Boards and service user forums nearer to the time of implementation.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>I do not believe that this will have an effect on community relations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Service users will receive a review of their needs to assess the impact on individuals and any mitigating actions that are required.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Service users can contact Adult Social Care if they have unmet needs.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Identify external sources of telecare and equipment through either 1) the DPS 2) establish a private market to directly provide customer transactions	All Adult Social care service users in receipt of telecare or equipment	Avtar Maan	More people benefiting from use of widely available technologies. More efficient use of council resources.	Quarterly DMT Fortnightly Budget Monitoring meetings	March 2018	Identification of current telecare and equipment use.

Name: Signed: Name: Simon Broad Signed: (Policy Lead if not same as above) Date: 03/02/2017
