

# Equality Impact Assessment

<b>Directorate: Wellbeing</b>																																																		
<b>Service: Adult Social Care</b>																																																		
<b>Name of Officer/s completing assessment: Simon Broad</b>																																																		
<b>Date of Assessment: February 2017</b>																																																		
<b>Name of service/function or policy being assessed: Reassessments to review Personal Budgets</b>																																																		
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 review and reassess all those people with long term care packages to establish whether the care package being delivered is still relevant to meet their identified needs and whether those needs could be met in a more efficient way.</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>x</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	x			Disability:	x			Gender Reassignment:	x			Marriage and Civil Partnership:	x			Pregnancy and maternity:	x			Race:	x			Religion and Belief:	x			Sex:	x			Sexual orientation:	x			Other			
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	<p><b>Age: All people over 18 who are in receipt of a Slough Borough Council funded care package or Direct payment.</b></p> <p><b>Disability: As above</b></p>
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>A reassessment of needs will be able to identify the most bespoke and appropriate care package to meet those need with an emphasis being placed on promoting Direct Payments thereby empowering the service user to have more choice and control over the their care.</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 people may feel that this is a attempt to reduce care packages to save money.</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>IAS (Integrated Adult System) electronic recording system will enable the department to identify all people with long term care packages and prioritise those people who are due to receive a review of their care. Staff are being trained in effectively using Asset Based Conversation techniques to support people in maximising their independence by effectively using the resources local to where they live.</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.</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>Each person reviewed will be offered an advocate (if appropriate) and an opportunity to contribute to the planning of their care to meet their identified needs.</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>Each care package will have a planned review at a time which is agreed by the social worker and person.</p>

<p><b>What course of action does this EIA suggest you take? More than one of the following may apply</b></p>	<p>✓</p>
<p><b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken</p>	<p>✓</p>
<p><b>Outcome 2: Adjust the policy</b> 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).</p>	
<p><b>Outcome 3: Continue the policy</b> 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).</p>	
<p><b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).</p>	

**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.

<b>Action</b>	<b>Target Groups</b>	<b>Lead Responsibility</b>	<b>Outcomes/Success Criteria</b>	<b>Monitoring &amp; Evaluation</b>	<b>Target Date</b>	<b>Progress to Date</b>
Undertake a planned programme of reassessments	All Adult Social care service users with LT packages of care	Simon Broad	More efficient use of council resources to personalise packages of care	Monthly DMT  Fortnightly Budget monitoring meetings	March 2018	20% reduction in some care packages

**Name: Simon Broad**

**Signed:** .....( Policy Lead if not same as above)

**Date: 2<sup>nd</sup> February 2017**