

Equality Impact Assessment

Directorate: Wellbeing	
Service: Adult Social Care/ Commissioning	
Name of Officer/s completing assessment: Alan Sinclair	
Date of Assessment: December 2014	
Name of service/function or policy being assessed: Prevention and Early Intervention – Community and Voluntary Sector Commissioning	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? To support the community and voluntary sector to deliver a range of priority outcomes across social care and public health and wellbeing. Ensuring that there is clear value for money links to the agreed outcomes. Contracts are coming to an end during 2015 and re-commissioning will be on the basis of the agreed priorities.</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. Commissioning, Adult social care, CCG, public health and the voluntary and community sector</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> <p>Age: All adults, but primarily older people Disability: Younger adults have a variety of disabilities. Old people tend to have age related conditions Gender Reassignment: unknown Marriage and Civil Partnership: unknown Pregnancy and maternity: unknown Race: Reflects local population Religion and Belief: Reflects local population Sex: Reflects local population Sexual orientation: Reflects local population</p>

	<p>Other:</p> <p>The community and voluntary sector currently provides a range of universal and targeted support and services to the residents and communities of Slough.</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>Priority groups for the support will remain the most vulnerable people with potential 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 groups may not get the level of funding they currently receiving and the impact will depend on the alternative configuration of service.</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>We receive regular monitoring from providers and contracts have outcome measures included within them. Voluntary sector providers are primarily SPACE, Healthwatch,</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>Regular meetings with the sector: Voluntary Sector Working Group, Contract Monitoring Board and Carers Board</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes and this is discussed at our regular meetings and user forums.</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>We are continuing to maintain our voluntary sector working group which will consider the impact on the voluntary sector as a whole. We are looking for an increase the number of volunteers relating to good neighbours and community navigation in particular.</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>Commissioning and Contract Board established. Management of voluntary sector contracts has been passed to the Supplier Relationship Management Team. Contrcats will be reviewed to esure appropriate equalities information is reported.</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
Review Contract Management Arrangements	All	Craig Brewin	Improved reporting on activities and outcomes.	Through Commissioning and Contracts Board	May 2007	Contract review meeting with SPACE Planned March 2017

--	--	--	--	--	--	--

Name: Signed: Craig Brewin.....(Person completing the EIA) Name: Signed:(Policy Lead if not same as above) Date: Feb 2017
