

# Equality Impact Assessment

<b>Directorate: Community and Wellbeing</b>	
<b>Service: Adult Social Care – Mental Health</b>	
<b>Name of Officer/s completing assessment: Geoff Dennis and Alan Sinclair</b>	
<b>Date of Assessment: 03.02.2017</b>	
<b>Name of service/function or policy being assessed: Efficiency Savings Programme 2013-18</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Efficiency saving applied to adult mental health supported living budget, 2016-17 and 2017-18</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>Adult Community Mental Health Team (Adult Social Care) in conjunction with ASC Commissioning and Contracts team</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>The people who would be primarily impacted by the efficiencies are Slough residents who are working age and who have a mental illness. There is no particular impact relating to people with other protected characteristics listed.</p> <p><b>Age:</b> working age adults  <b>Disability:</b> people with mental illness  <b>Gender Reassignment:</b> no specific impact  <b>Marriage and Civil Partnership:</b> no specific impact  <b>Pregnancy and maternity:</b> no specific impact. Pregnancy and maternity would be regarded as a risk factor for the individual and special measures would be taken to ensure appropriate and safe accommodation needs are prioritised.  <b>Race:</b> no specific impact</p>

	<p><b>Religion and Belief:</b> no specific impact  <b>Sex:</b> no specific impact  <b>Sexual orientation:</b> no specific impact  <b>Other:</b> none</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>People eligible for services from the adult CMHT – i.e. working age adults with mental illness who meet FACS eligibility - will continue to have needs fully assessed. Appropriate supported living options will be offered to meet needs and manage any individual risks to themselves or others, associated with their mental illness.</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>Eligibility criteria will be more rigorously applied, and elements of supported living services or direct payments which are in excess of assessed need will be ceased. This will be applied equally across all groups. Services will be provided at a minimum level to meet eligible assessed need and to manage risks.</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>Mental health RAS has recently been reviewed and re-set based on benchmarking data.</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>Service users and carer views are gathered at every review and this will continue to be the case. Staff meetings have been held and staff are in agreement that the required efficiencies can be made safely and in a manner which ensures risks can continue to be met.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>The efficiencies will be delivered in a way that prioritises assessment of risk, and where public risk is identified this will be robustly managed with appropriate placement or support being provided to the individual. The local community in Slough should not be impacted and therefore there is no adverse impact anticipated.</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>Complaints, compliments, service user feedback, referrer and provider feedback will be monitored and any issues arising will be addressed. In house CMHT monitoring and support will be provided to all service users; care coordination processes and duty worker / crisis resolution services allow for rapid response to any concerns identified. Partnership working with Housing – SBC and provider organisations will enable solutions to be identified if problems arise.</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). Please see action plan below.</p> <p>See below</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<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	✓
<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).	
<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).	
<b>Outcome 4: Stop and rethink</b> 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
Communication with staff members to ensure they are aware of the change and apply relevant assessments of need and monitoring of risk and successful outcome	CMHT staff team	CMHT Service Manager	All staff equipped to safely implement the efficiencies and monitor impact	Panel process; staff supervision; successful placements; service user review	1 April 2017	Staff briefings have commenced

Complaints, compliments, incidents service user feedback, referrer and provider feedback will be monitored and any issues arising will be addressed.	Feedback from all stakeholders	CMHT manager	Minimal complaints and incidents; stakeholder feedback indicates successful outcomes for service users despite efficiencies	Monthly complaint and incident reporting; service users feedback and satisfaction survey	Monthly monitoring from 1 April 2017	Reporting and monitoring mechanisms are established
<p><b>Name: Geoff Dennis</b>  <b>Signed: .....</b>(Person completing the EIA)</p> <p><b>Name: .....</b></p> <p><b>Signed: .....</b>(Policy Lead if not same as above)</p>						
<p><b>Date: 03.02.2017</b></p>						