

Equality Impact Assessment Form

1. Persons responsible for this assessment:

Name: Mark Branton	Telephone: 01452 425105
Service: Adult Social Care	E-Mail: mark.branton@gloucestershire.gov.uk
Directorate: Community & Adult care	Date of Assessment: 18/01/11
	Updated/reviewed:

2. Name of the policy, service, strategy, procedure or function:

Is this new or an existing one? – Meeting the Challenge savings projects linked to the development of alternative Commissioning Frameworks for Adult Social Care.
--

3. Briefly describe its aims and objectives

The Council has been working with others across the South West Region as part of a collaboration aimed at developing and exploring the delivery of good practice models in adult social care as set out by John Bolton (then of the Department of Health) in his Use of Resources report. This is intended to enable efficiencies from greater customer centricity in adult social care pathways, a greater focus on enablement in support of independent living and an extension of the options available to people to prevent the need for residential care. Linked to this is the enablement of higher levels of community provision again as alternatives to institutional care.

4. Who is intended to benefit from it and in what way?

The pathway work will assist a more targeted and timely response to individuals who will also as appropriate benefit from clear access to enablement services. The creation of hub and spoke models of care underpinned by advances in telecare (and in partnership with NHS colleagues telehealth) will also support people's continued independence.

5. What outcomes are expected?

Reductions in long term demand as people access enablement and other prevention and early intervention services and a higher proportion of people requiring on-going care being supported to live independently.

6. Have you consulted on this policy, service, strategy, procedure or function?

This is part of a broader approach to the provision of adult social as set out in Putting People First and outlined in terms of the approach and impact within a series of joint commissioning strategies within the County; the most recent and most explicit relating to

People with Learning Disabilities.

The approach also builds on the underlying themes of Meeting the Challenge and the need to change the way public services are delivered whilst still ensuring support for the most vulnerable.

However as the programmes are considered to be long term change programmes, engagement and consultation of the impact of changes will continue to be assessed and reviewed as part of ongoing partnership working and these will be incorporated into this assessment.

7. What evidence has been used for this assessment: e.g. Research, previous consultations, MAIDEN?

The work is based on the Department of Health's own analysis of the effective use of resources and the work taken forward regional by the ADASS branch to support its delivery. Local configuration has and is being undertaken linked to the JSNA, Joint Commissioning Strategies and the extra care housing needs survey undertaken (all of which are based on and linked to MAIDEN).

8. Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age		✓		Will reduce long term dependencies and enable people to develop and maintain their independence.
Disability		✓		Much of the current focus of adult social care personalisation came from disability rights movement and the demand for independent living. National statistics show that personalised support and services enhance the quality of life for disabled people. Again the developments will help reduce long term dependencies and enable people to develop and maintain their independence.
Gender			✓	The proposed changes have no direct effect on gender until linked with age as women tend to have a longer life expectancy and thus are most likely to be impacted upon by the developments.
Race including Gypsy & Traveller		✓		Personalised services should allow individuals from ME communities to interpret the structure of support and services so it more nearly meets the cultural and social needs of them and their community.

Religion or Belief		✓		Personalised services should allow individuals from faith communities to interpret the structure of support and services so it more nearly meets their needs in relation to religion and belief.
Sexual Orientation			✓	None of the feedback to date has identified that the proposed changes will have impact either positively or negatively on LGB individuals. We will need to ensure that this is monitored through ongoing engagement.
Transgender			✓	As above.
Other groups: e.g. Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	Those living in areas of deprivation, the long-term unemployed and those living in isolation in urban communities should gain from living in communities where locally based activities exist and where the activities available can be shaped to meet their individual support needs. Universal services work best when everyone can get the information, advice and support they need readily and easily to be able to use them effectively. They can then maintain their health and wellbeing, exercise choice and control over their everyday lives and participate fully in their communities. We intend to contribute to this by maintaining advice, information and advocacy at their current level.
Community Cohesion	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</p> <p>You will need to consider;</p> <p>Is there equality between those who will and won't benefit from the proposal?</p> <p>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</p> <p>Does the proposal bring groups / communities into increased contact with each other</p>			<p>The commissioning developments are aligned to the personalisation agenda, which aims to empower the individual by encouraging the exercise of choice and control. It is also part of Meeting the Challenge and the introduction of The Big Society, both of which are designed to increase community activity and community involvement in decision making.</p> <p>Universal services work best when everyone can get the information, advice and support they need readily and easily to be able to use them effectively. They can then maintain their health and wellbeing, exercise choice and control over their everyday lives and participate fully in their communities. We intend to contribute to this by maintaining advice, information and advocacy at their current level.</p>

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N
			Y/N	Y/N

Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Mark Branton

Date: 18th January 2011

Role: Director of Strategic Commissioning

Countersigned by Head of Service

Date:

Date for Review:

Please forward an electronic copy to the Equalities Team by emailing

equalities@gloucestershire.gov.uk

The original signed hard copy and electronic copy should be kept with your team for audit purposes.