

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Jacqui Evans

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Head of Section: Jacqui Evans

Chief Officer: Graham Hodgkinson

Department: Adult Social Services

Date: 21 October 2013

Section 2: What Council proposal is being assessed?

Re-tendering proposal relating to Domiciliary Care Provision and Reablement at Home Care Services. The proposal seeks to build capabilities and capacity within these service areas to ensure peoples potential for independent living at home is realised and as such inappropriate long term residential and nursing care home placements are prevented/avoided. The proposal aims to make better use of existing resources to achieve added value and achieve better outcomes for people.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes If 'yes' please state which meeting and what date

Cabinet 7 November 2013 Adult Social Services

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/adult-social-services>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state e.g.: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<p>In relation to Domiciliary Care and Reablement at Home predominantly people 65 years and above and may include adults with physical and learning disabilities and mental health needs.</p>	<p>Positively the proposals will seek to build capabilities and capacity to enable the reshaping of services to deliver better outcomes and make best use of available resources. The tendering process is the start of a comprehensive and complementary position with Health Commissioners to develop a spectrum of intermediate care services that will maximise people’s potential for independence and prevent and avoid inappropriate individual outcomes, notably long term residential and nursing care home placements. The proposals have used market analysis and intelligence and feedback from the recipients of services to inform the position that has been progressed.</p> <p>The negative implication is the scale and range of the adult social care transformation programme and a number of potential changes for individual service users. However we have sought to mitigate</p>	<p>As indicated we will mitigate through robust procurement process, timetabling inclusive of transitional period, effective</p>	<p>Jacqui Evans</p>	<p>January 2014</p>	<p>This change is part of the Department’s Transformation Programme and will contribute to the Council’s best use of available resources.</p>

	<p>this by a period of transition to manage operationally changes of Providers. Equally a clear expectation that successful providers will be able to quickly implement service capability and capacity that is responsive and tailored to individual needs.</p>	<p>communications with those directly affected and monitoring and review to ensure changes are implemented and challenges addressed.</p>			
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Section 5a: Where and how will the above actions be monitored?

As indicated the above proposal is part of the Department's Transformation Programme which is monitored on a monthly basis with corporate input and oversight.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 6: What research / data / information have you used in support of this process?
The proposal is set within the context of the Department's three complementary Commissioning Plans and the Wirral Market Position Statement which applies market information and intelligence allied to demographic needs.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

No –

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

The proposal has developed as part of the rolling programme of Provider Forums to share information, illicit views and to develop a sustainable market position going forward that makes best use of available resources and ensures better outcomes for people.

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published** (section 2b)
- b) **Include any potential positive impacts as well as negative impacts?** (section 5)
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**