

# Equality Impact Assessment

## Section 1: Your details

(1.1) Department: Adult Social Services

(1.2) Division: Integrated Communities and Wellbeing

(1.3) Assessment Lead: Cathy Gill

(1.4) Telephone: 666 5093

(1.5) Email: cathygill@wirral.gov.uk

(1.6) Who else will be involved in the process? (see guidance note 1) Tony Excell

(1.7) Please sign & date this form Catherine Gill. (signed) 05/10/10..... (date)

### Guidance Note 1:

**For Initial EIA's it is best practice to involve the service / function manager, equality and diversity lead(s) and relevant frontline staff.**

**For Full EIA's it is best practice to involve the service / function manager, equality and diversity lead(s), relevant frontline staff, customers, appropriate external agencies, and the voluntary and community sector**

**Section 2: What is to be assessed?**

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Early Intervention and Prevention Strategy

(2.2) Is this a new or existing service / function / project / strategy / policy? (please state)

New Strategy

(2.3) Which equality impact assessment are you completing?

Initial          or           Full

**Guidance Note 2:**

**Service = your department / service area and its employees**

**Functions = your department / service area's activities**

**Projects = your department / service area's work programmes**

**Strategy = a plan of action intended to accomplish a specific goal**

**Policy = a plan of action to influence and determine decisions, actions and other matters**

**Procedure = a series of steps taken to implement a policy**

### Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

Equality Group	Positive Impact (benefits)  Please number each one	Negative Impact (disadvantage)  Please number each one	Please rate each negative impact 'low', 'medium' or 'high'  See guidance note 3
Disabled People	<p>Strategy specifically identifies vulnerable people as one of the key areas for early intervention</p> <p>Supporting people to recover their health and independence</p> <p>Maintaining peoples health and care needs in order to prevent deterioration</p>	<p>Need to provide more demographic information</p> <p>Improve access to information to increase involvement</p>	<p>Low</p> <p>Low</p>
Lesbian, Gay & Bisexual People	<p>Reducing the risk of social exclusion for the whole community by building community capacity</p>	<p>Need to provide more demographic information-</p> <p>Lack of intelligence of services and support available</p>	<p>Low</p> <p>High</p>
Women	<p>Strategy will develop to reflect that woman are more likely to develop high care needs during their retirement</p> <p>Reducing the risk of social exclusion through the building of community capacity</p>	<p>Need to provide more demographic information- and identification of gender specific issues</p> <p>Lack of intelligence of services and support available</p>	<p>Low</p> <p>High</p>

Men	Reducing the risk of social exclusion for the whole community by building community capacity	Need to provide more demographic information- and identification of gender specific issues  Lack of intelligence of services and support available	
Transgendered People	Reducing the risk of social exclusion for the whole community by building community capacity	Need to provide more demographic information Lack of intelligence of services and support	Medium  High
Black & Racial Minority People (please state which group)	Reducing the risk of social exclusion for the whole community by building community capacity	Need to provide more demographic information Improve access to information to increase involvement and use of services i.e. language barriers Improve provision of translation and interpretation services required to ensure this occurs.	High
Older People (60+)	Strategy specifically identifies vulnerable people as one of the key areas for early intervention  Supporting people to recover their health and independence  Maintaining peoples health and care needs in order to prevent deterioration	Improve access to information to increase involvement	High
Younger People (17-25) and Children  Please state male or female		Need to provide more demographic information	Low

Religious / Faith Groups	Reducing the risk of social exclusion for the whole community by building community capacity	Need to provide more demographic information	Medium
Other excluded groups (please state)  Carers	Strategy specifically identifies vulnerable people and their carers as one of the key areas for early intervention	Identification of “hidden” carers and the need for early identification for preventative services in order to avoid carer breakdown	Medium

**Note: If you have rated any negative impact(s) as ‘High’ please go straight to Section 4 to complete a full assessment.**

**Note: If you have rated any negative impact as ‘Low’ or ‘Medium please complete the rest of this section on pages 9 and 10.**

**Guidance Note 3: How to assess negative impacts**

**Low = It is not discriminatory according to current legislation. However, it might not be seen as being in line with best practice.**

**Medium = It is not discriminatory according to current legislation. However, it is not in line with the council’s Corporate Equality Policy and/or Strategy**

**High = It is discriminatory according to current anti-discrimination legislation (i.e. it is unlawful), and therefore contravenes the council’s Equality Policy**

### 3.2 Please list below any actions that you plan to take as a result of any negative impact

Low or medium negative impact	Action required to remove or minimise the impact	Lead person	Timescale	Resource implications	Any other comments
Need to provide more demographic information  Low	Incorporate more demographic information into the strategy document	Cathy Gill	May 2010	Research from JSNA and other sources	
Improve access to information to increase involvement  High	Make strategy available in a range of formats	Cathy Gill	May 2010	Costs of translation, making available in easy read and CD	
Lack of intelligence of services and support available High	Full EIA to be undertaken	Cathy Gill	May / June 2010	Incorporate in to larger consultation	
Identification and support for "hidden" carers	Strengthen links to and within the carers strategy	Cathy Gill	September 2010	Carers Strategy implementation	


**3.3 Could you improve the positive impact(s)? Please explain how**

May be improved as part of the Full EIA

**3.4 If you have identified no negative impact, then please explain how you reached that decision**

Negative Impacts have been identified

**Thank you for completing the initial assessment (please email a copy of this report to [jacquicross@wirral.gov.uk](mailto:jacquicross@wirral.gov.uk))**

**Please note that the lead assessment person is responsible for ensuring the actions on pages 9 and 10 are incorporated into your departmental plan.**



**Section 4: Now let's do the Full Equality Impact Assessment (only to be completed if any negative impact was identified as 'high')**

**4.1 Looking back at pages 7 & 8, in which equality areas are there concerns?**

- Disability
- Sexual Orientation
- Gender
- Race
- Age
- Religion & Faith

**4.2 Please summarise the negative impact (s)**

**4.3 What consultation has taken place with local people / groups in order to complete this full EIA?**

**4.4 What consultation has taken place with Wirral Council staff / members / those we work in partnership with / those we contract with in order to complete this full EIA?**

**4.5 What equality group research / studies / reports have you referred to in order to complete this full EIA?**

**4.6 What monitoring / evaluation process do you use to collect equality group data (quantitative and qualitative)?**

**4.7 Please list below any actions that you plan to take as a result of this full equality impact assessment**

<b>High Negative Impact</b>	<b>Action to be taken</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>	<b>Any other comments</b>

Thank you for completing the full assessment (please email a copy of this report to [jacquicross@wirral.gov.uk](mailto:jacquicross@wirral.gov.uk))

Please note that the lead assessment person is responsible for ensuring the above actions are incorporated into your departmental plan.

## User Reference Guide

### Legislation

There are currently 6 strands to the framework of UK equality legislation:

1. Gender: Sex Discrimination Act 1975, Gender Recognition Act 2004
2. Race: Race Relations Act 1976
3. Disability: Disability Discrimination Act 1995
4. Sexual Orientation: Employment Equality [Sexual Orientation] Regulations 2003
5. Religion & Belief: Employment Equality [Religion or Belief] Regulations 2003
6. Age: Employment Equality [Age] Regulations 2006

For further information and to view amendments to the above Acts please visit [www.equalityhumanrights.com](http://www.equalityhumanrights.com) (Equality & Human Rights Commission).

### Equality Standard for Local Government

Improvement & Development Agency	<a href="http://www.idea.gov.uk">www.idea.gov.uk</a>
Local Government Association	<a href="http://www.lga.gov.uk">www.lga.gov.uk</a>
Audit Commission	<a href="http://www.audit-commission.gov.uk">www.audit-commission.gov.uk</a>
Government Equalities Unit	<a href="http://www.womenandequalityunit.gov.uk">www.womenandequalityunit.gov.uk</a>

### Useful Websites

Age Concern	<a href="http://www.ageconcern.org.uk">www.ageconcern.org.uk</a>
Breakthrough UK	<a href="http://www.breakthrough-uk.com">www.breakthrough-uk.com</a>
Communities & Local Government	<a href="http://www.communities.gov.uk">www.communities.gov.uk</a>
Disability Now	<a href="http://www.disabilitynow.org.uk">www.disabilitynow.org.uk</a>
Discrimination at Work Issues	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>
Sexual Orientation Issues	<a href="http://www.lgf.org.uk">www.lgf.org.uk</a>
Women's Issues	<a href="http://www.womenandequalityunit.gov.uk">www.womenandequalityunit.gov.uk</a>
Trans People's Issues	<a href="http://www.pfc.org.uk">www.pfc.org.uk</a>
Race Issues	<a href="http://www.runnymedetrust.org">www.runnymedetrust.org</a>
Younger People's Issues	<a href="http://www.nya.org.uk">www.nya.org.uk</a>