

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer:

Email address:

Head of Section: Chris Beyga

Chief Officer: Graham Hodgkinson

Department: Adult Social Services

Date: 26.09.12

Section 2: What Council proposal is being assessed? Proposal to modernise short breaks for people with disabilities and mental health needs.

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 18.10.2012.....

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

Yes **Services**

Yes **The workforce**

Communities

Other (please state eg: 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)

Yes Eliminates unlawful discrimination, harassment and victimisation

Yes Advances equality of opportunity

Yes 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
People with physical disability, learning disability and mental health needs	<p>The proposal identifies preferred options for consolidating and modernising short breaks services for people with disabilities and mental health needs. These include concentrating short breaks for people with disabilities at Girtrell Court and decommissioning the short stay service for people with mental health needs and Fernleigh and re commissioning this with independent providers and through the use of personal budgets.</p> <p>The aim of these proposals is to provide a more appropriate service which is based on an analysis of current and predicted demand and also responds to the different choices already being made by people who use the service.</p> <p>The proposal seeks a period of formal consultation, which will enable people who use the services and their carers to receive detailed information about the options and to help shape and further refine the preferred options.</p>				

	<p>The potential negative impact is that people who use the service may undergo a period of uncertainty during the consultation and modernisation process.</p> <p>There also a potential negative impact because staff will also be undergoing a period of uncertainty and this could impact on the quality of the service in the short term.</p>	<p>There will be a communications plan as part of the implementation of the proposal which will ensure people are kept informed.</p> <p>There will be full consultation with trades unions and staff as part of the implementation of the proposal. Staff will be supported.</p>	Chris Beyga	October 2012- January 2013	<p>There is a resource implication of staff time during the consultation period.</p> <p>The proposals within this report will be cost neutral in the long term.</p>
--	---	--	-------------	-------------------------------	---

Section 5a: Where and how will the above actions be monitored?

Through management processes within the Social Services Department

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

Section 6: What research / data / information have you used in support of this process?

Consultation with service users, carers and staff at Fernleigh
JSNA
Market research exercise

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

Yes

If 'yes' please continue to section 8.

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

(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?

Consultation will take place with people who use the services, their carers and relevant staff and trade unions from October 2012 to January 2013.

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?**