

## Equality Impact Assessment

### Section 1: Your details

(1.1) Department: **ADULT SOCIAL SERVICES**

(1.2) Division: **REFORM UNIT**

(1.3) Assessment Lead: **DAVID BIDDLE**

(1.4) Telephone:

(1.5) Email:

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

(1.7) Please sign & date this form Dave Biddle 29 July 2010

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

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

**PERSONAL BUDGETS PROJECT – PHASE 2**

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

**EXISTING**

(2.3) Which equality impact assessment are you completing?

**INITIAL**

### Section 3:

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	1. People who use services will have more choice and control around how their needs are met. 2. Those who use services will be able to access a range of services outside of the traditional services provided by DASS 3. The support planning approach will enable people to exert more choice and control over how their needs can be met 4. Increased demand from this group will influence the commissioning process and highlight the need for existing and developing services to be more inclusive.	1. Pilot project running alongside existing system will mean some people will have more choice than others over the services which they receive. 2. The market may not be developed sufficiently to meet more creative and flexible methods of meeting people's needs. 3. Communication issues related to accessible information & questionnaires.	1 Low  2 Medium  3 Low.
Lesbian, Gay & Bisexual People	1. The support planning approach will enable people to exert more choice and control over how their needs can be met. 2. Increased demand from this group will influence the commissioning process and highlight the need for existing and developing services to be more	4. Lack of availability of culturally diverse services to meet the choice of those who use services. 2. The market may not be developed sufficiently to meet more creative and flexible methods of meeting people's needs. 3. Communication issues related to accessible information & questionnaires.	4 High  2 Medium  3 Low.

	inclusive.		
Women	1. The support planning approach will enable people to exert more choice and control over how their needs can be met	2. The market may not be developed sufficiently to meet more creative and flexible methods of meeting people's needs. 3. Communication issues related to accessible information & questionnaires.	2 Medium  3 Low.
Men	1. The support planning approach will enable people to exert more choice and control over how their needs can be met.	2. The market may not be developed sufficiently to meet more creative and flexible methods of meeting people's needs. 3. Communication issues related to accessible information & questionnaires.	2 Medium  3 Low.
Transgendered People	1. The support planning approach will enable people to exert more choice and control over how their needs can be met. 2. Increased demand from this group will influence the commissioning process and highlight the need for existing and developing services to be more inclusive.	4. Lack of availability of culturally diverse services to meet the choice of those who use services. 2. The market may not be developed sufficiently to meet more creative and flexible methods of meeting people's needs. 3. Communication issues related to accessible information & questionnaires.	4 High  2 Medium  3 Low.
Black & Racial Minority People (please state which group)	1. An increase in people from this group more willing to access the system due to increased choice and control around how their needs can be met. 2. Increased demand from this group will influence the commissioning process and highlight the need for a range of culturally diverse services.	4. Lack of availability of culturally diverse services to meet the choice of those who use services. 5. Communication issues related to accessible information & questionnaires. (especially for those which have been printed in English).	4 High  5. High
	1. The support	6. There may be a lack	6. Medium

<p>Older People (60+)</p>	<p>planning approach will enable people to exert more choice and control over how their needs can be met  2. Increased demand from this group will influence the commissioning process and highlight the need for existing and developing services to be more inclusive.  3. Will encourage increased family involvement.</p>	<p>of engagement from older people to consider more creative and innovative ways to meet need (for example if they experience isolation).</p>	
<p>Younger People (17-25) and Children</p> <p>Please state male or female</p>	<p>1. The support planning approach will enable people to exert more choice and control over how their needs can be met  2. Increased demand from this group will influence the commissioning process and highlight the need for existing and developing services to be more inclusive.  3. Will encourage increased family involvement.</p>	<p>1. Transitional Services do not enable a seamless development</p>	<p>7. Medium</p>
<p>Religious / Faith Groups</p>	<p>1. The Support Planning approach enables those who use services to express their outcomes in relation to their spiritual/religious/faith needs</p>	<p>7. Lack of availability of culturally diverse/ faith orientated services to meet the choice of those who use services.</p>	<p>8. High</p>
<p>Carers</p>	<p>1. The support planning approach will enable people to exert more choice and control over how their needs can be met  2. Increased demand from this group will influence the</p>	<p>2. The market may not be developed sufficiently to meet more creative and flexible methods of meeting people's needs.  3. Communication issues related to accessible information &amp; questionnaires.</p>	<p>2 Medium  3 Low.</p>

	commissioning process and highlight the need for existing and developing services to be more inclusive. 3. Will encourage increased family involvement.		
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**Note: If you have rated any negative impact(s) as 'High' please go straight to Section 4 to complete a full assessment.**

**Section 4:**

**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)**

1. This project phase must actively consider developing culturally diverse care options if people are to realistically exercise choice in their use of Personal Budgets.
2. This project phase must actively seek to influence the 'care-market economy' if people are to realistically exercise choice in their use of Personal Budgets.
3. This project phase must make information and assessments available in formats appropriate to those who will use them.

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

None at present.

A 'focus forum' is to be established in the summer of 2010 – before the end of Phase 2 - which will consider and further identify measures to address any issues of inequality.

**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?**

None at present.

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

Wirral Council Equality and Diversity Policy  
Wirral Council Equality and Diversity Strategy  
Wirral Department of Adult Social Services Valuing Diversity Policy  
Wirral Department of Adult Social Services Involving People Policy  
Equality and Diversity Strategy GSCC8

**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>
<p>To ensure a range of culturally diverse services and opportunities are available to enable people from these group's to exercise choice in their use of Personal Budgets.</p>	<ol style="list-style-type: none"> <li>1. Consult and communicate with appropriate groups and ensure they are involved in the process of developing the system.</li> <li>2. To ensure people from these groups are represented on the Personal Budgets user reference group.</li> <li>3. To ensure peoples views are listened to and used to inform future commissioning strategy</li> <li>4. To consult and communicate with external/internal service providers and stakeholders to translate peoples needs and therefore influence market development</li> </ol>				




**Thank you for completing the full assessment**

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