

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Jayne Marshall

Email address: jaynemarshall@wirral.gov.uk

Head of Section: Jacqui Evans

Chief Officer: Graham Hodkinson

Directorate: Families and Wellbeing, Adult Social Services

Date: 3rd March 2016

Section 2: What Council proposal is being assessed?

All Age Disability Strategy: People with disabilities live independently

This Equality Impact Assessment is for the joint strategy for people with disabilities living in Wirral.

This strategy is an 'All Age Disability Strategy: People with disabilities live independently'.

It will have an impact on all disabled people in Wirral and will look at the commissioning intentions for opportunities, services and provision to meet the needs of people living with a disability.

This strategy is all age, and it covers infants, children, young people, adults and older people with disabilities.

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

Yes

If 'yes' please state which meeting and what date

21st March 2016

Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)

Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

<http://bit.ly/famwellEIA>

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)

CCG and all health providers, other Council Departments, social care providers, Private Sector, Voluntary & Community Sector, Police, Employment, public transport, members of the local community

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 engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any 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
Staff	<p>Positive impact: Relevant training will be provided to staff to ensure that they are well equipped with the skills required to appropriately support disabled people.</p> <p>Adult Social Services will have a market place on their Liquid Logic system where staff will be able to access information about the services available for disabled people, this will enable staff to signpost people who are not eligible for services to services that are able to provide support.</p> <p>Negative impact: With the implementation of the Care Act, there is the possibility that there will be an</p>		Jayne Marshall, Annamarie Jones, Jo Williams	Ongoing	

	increase in the number of people requesting a social care assessment, this will impact on the capacity of staff				
People who use services	<p>Positive impact: The strategy is for all people in Wirral who have a disability; and includes people who may not currently be in receipt of additional support from health or social care services.</p> <p>More people with disabilities will be supported to increase their independence and to gain access to work, education and volunteering.</p> <p>There is a focus on improving people's lives, by breaking down barriers for people and between agencies and services, and on making sure people's happiness, aspirations and achievements are never limited due to a disability.</p> <p>Negative impact: With the implementation of the Care Act, there is the possibility that there will be an increase in the number of people requesting a social care assessment: This will impact on the limited resources that are available to improve the services. It will also impact on the capacity of services to provide support to an increased number of people It will lead to people having to wait longer for an assessment to be completed</p>	Work with people and their natural networks to ensure that their quality of life and accessibility to the community is improved.	Jayne Marshall, Annamarie Jones	Ongoing	

Parents/Carers	<p>Positive impact: Carers will know that the person they care for are living the life that they have chosen and are accessing the community When commissioned care is required, Carers will know that any staff who are caring for the person who they care for are highly skilled and that the person's health and social care assessed needs will continue to be met in the service.</p> <p>Negative impact: None identified</p>		Jayne Marshall, Annamarie Jones	Ongoing	
The local community	<p>Positive impact: This will provide the community with the opportunity to develop their understanding of disability. It will ensure that the community is more aware of disabilities</p> <p>Negative impact: None identified</p>		Jayne Marshall, Annamarie Jones	Ongoing	
Race	The strategy will be inclusive to all races. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	
Gender	The strategy will be inclusive to all genders. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	

Age	The strategy will be inclusive to all people in Wirral with a disability no matter what their age. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	
Gender Reassignment	The strategy will be inclusive to all genders including gender reassignment. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	
Religion and Belief	The strategy will be inclusive to all religions and beliefs. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	
Sexual Orientation	The strategy will be inclusive to all sexual orientations. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	
Marriage and civil partnership	The strategy will be inclusive to all people regardless of their marital status. There will be positive and negative impacts for this group, which will be the same as the impacts for 'people who use services'.		Jayne Marshall, Annamarie Jones	Ongoing	

Section 4a: Where and how will the above actions be monitored?

The All Age Disability Strategy: 'People with disabilities live independently', will be monitored by the All Age Disability Partnership Board, and a sub-group of this board will be responsible for the implementation of this strategy.

It will be the responsibility of the Quality Assurance Team to monitor and quality assure any commissioned services.

All commissioned services will be monitored in line with the KPIs that will be established for each service that is commissioned.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process?

Wirral Council Plan: A 2020 Vision

The Better Care Fund – supporting the transformation and integration of health and social care services to ensure local people receive better care.

Care Act 2014 – promoting integration of care and support with Local Authority and Health services.

Joint Local Authority and Clinical Commissioning Group Learning Disability Commissioning Strategy.

Market Position Statement.

Joint Strategic Needs Assessment

Section 6: 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 engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Formal consultation meetings with all stakeholders took place between 28th September 2015 and the 23rd October 2015.

A consultation/feedback session was held on the 4th November, where a draft strategy was shared with stakeholders and further information was received. From this feedback further amendments were made to the document.

Following further feedback that has been received from SLT, this strategy has now been agreed by the All Age Disability Partnership Board.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to 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 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**