

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Boo Stone

Email address: boostone@wirral.gov.uk

Head of Section: Jayne Marshall

Chief Officer: Graham Hodkinson

Department: Adult Social Services

Date: February 2015

Section 2: What Council proposal is being assessed?

A Wirral Independence Service incorporating:
Community Equipment Store and Telecare Equipment,
Telecare and Telehealth Monitoring and Response Service and a
Falls Prevention Service.

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

Yes / No If 'yes' please state which meeting and what date

Cabinet Support Meeting Feb 13th
2015.....

Please add hyperlink to where your EIA is/will be published on the
Council's website (see your Departmental Equality Group Chair for
appropriate hyperlink).....

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

- X **Services**
- X **The workforce**
- X **Communities**
- X **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

Wirral NHS Community Trust, Eldercare.

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
- x Advances equality of opportunity
- x 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
race	Service to be open to all races. Potential for positive impacts as providers offer greater translation and have experience of working across different cultures		Boo Stone	Review June 2016	
gender	Service to be equally open to all genders. No negative impact – customer care is high with providers		Boo Stone	Review June 2016	
age	Positive impact on age , whole service is focused on keeping people independent for longer in their own homes and facilitating Hospital Discharge.		Boo Stone	Review June 2016	

disability	Positive impact on age , whole service is focused on keeping people independent for longer in their own homes and facilitating Hospital Discharge.		Boo Stone	Review June 2016	
gender reassignment	Service to be equally open to all genders including reassignment.		Boo Stone	Review June 2016	
pregnancy and maternity	Service equally open to all, no negative impacts. Staffing policies in line with the Equality Act 2010		Boo Stone	Review June 2016	
religion and belief	Service to be open to all religion and beliefs. Potential for positive impacts as providers offer greater translation and have experience of working across different cultures, religions and beliefs.		Boo Stone	Review June 2016	
sexual orientation	Service to be equally open to all sexual orientations.		Boo Stone	Review June 2016	
marriage and civil partnership	Service to be equally open to all people regardless of the marital status		Boo Stone	Review June 2016	

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

Via robust monitoring systems agreed with successful providers

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

The service has been designed to positively impact on individual's levels of independence. Providers are being measured against their social value and Equality and Diversity policies.

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

Soft Market Testing with National Providers

Consultation with Community Sector/user group via CCG summer 2014 – Specific questions asked by the group written into the tender process and will be given as feedback.

Consultation with DAS Delivery staff, WUTH practitioners, CT, Children's, Housing and CWP practitioners Summer 2014

Consultation events with Providers, and Meet the Provider events during summer 2014

DASS Market Position Statement

Existing specifications and contracts with the NHS Community Trust and Eldercare

Other Authorities specifications for the services

Existing monitoring/performance information from Eldercare and NHS Community Trust

JSNA

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

Yes (see section 6 and 8)

(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?

Service User and carers consultation event Summer 2014

Questions asked through the tender that were supplied by the users group

Provider meetings August 2014

Provider consultation September 2014

Other Stakeholder consultation events August 2014

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?**