

Revised September 2010

(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

Proposed adult social care changes

- eligibility criteria
- charging policy
- relocation of Westminster House respite care service

1.2 Officer(s) and section or service responsible for completing the assessment

Rosie Barnard (Lead Officer, Diversity & Wellbeing), Janet Paine (Principal Lawyer, Social Care Legal Team) & Kim Ball (Transformation Manager)

1.3 What is the main purpose or aims of the review?

The overall purpose of the review is to ensure that the resources available to the authority to support adult social care are fairly and equitably distributed across the island population, in light of current budget limitations.

1.4 Who is affected by the review? Who is it intended to benefit and how?

It will affect all current adult social care service users within the island adult population and potential future service users, carers and their families. It may also affect staff.

Benefits will be identified as the proposals are developed following consultation.

1.5 Has the review been promoted or explained to those it might affect directly or indirectly?

There has been extensive consultation with both public and staff. See attached Consultation Update for further detail.

1.6 How does the review contribute to better community cohesion?

Via the consultation process, including the involvement of various stakeholders and community groups, we have informed the local community as to the current financial situation and explained the council's proposals for the transformation of adult social care. The feedback from this consultation will be used to inform the future delivery of services.

Community cohesion has been enhanced by the involvement of the community in the consultation process itself.

1.7 How does the review fit in with the council's wider aims?

- The changes work toward the Eco Island aim of promoting a healthy and supportive Island, and the Transformation of Adult Social Care agenda.

- This fits in with the Council's aim to Transform Social Care and to provide sustainable services.
- To ensure that we operate within a legal budget

1.8 What is the relevance of the aims of the review to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The review is to ensure that future service delivery is on an equitable basis in line with the requirements of The Equalities Act 2010.

1.9 How is, or how will the review be put into practice and who is responsible for it?

Following the consultation process the feedback will be collated into a report which will be presented to Cabinet on 8th February 2011 for decision and ratification by the Full Council on 23rd February 2011.

Responsibility for operational delivery following the members decision lies with the Strategic Director for Community Wellbeing and Social Care.



Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Please refer to attached Consultation Update.

2.2 Equalities profile of users and beneficiaries

All service users, carers, families, staff and other professional bodies

2.3 Evidence of complaints against the review on the grounds of discrimination

None have been received.

2.4 What does the consultation, research and/or data indicate about the negative impact of the proposals contained in the review

Please see the full report for a detailed response to this, a summary of the main concerns would be:

a) eligibility criteria:

- concern that those who no longer meet the critical criteria will be at risk of going into crisis which will be life changing and also expensive
- people who do not meet the criteria may not have access to information to enable them to access services elsewhere
- that this may place a greater burden on carers who might be pushed to breaking point

- that this will put pressure on voluntary sector bodies who may become a “safety net”

b) charging:

- people (including those over the age of 80) who may be required to pay for services in future may decide against receiving support as a result
- people who have lived carefully may feel penalised for so doing when asked to contribute towards their care
- those people who are identified as self-funding may not receive an equal level of support in terms of advice and information to ensure they purchase the most appropriate care

c) Westminster House:

- service users and families/carers felt the location would be a problem in terms of both cost and time
- reduced access to the sorts of activities which service users currently enjoy at the Newport location (cinema, range of shops and leisure facilities were specifically mentioned)
- service users, families/carers and staff felt that there might be a subsequent loss of experienced staff who would not wish/be able to move to the new location
- that this may place a burden on carers who might be pushed to breaking point

2.5 What does the consultation, research and/or data indicate about the positive impact of the review

Eligibility criteria and charging:

- there was significant recognition from people responding to the consultation that there had to be some changes in order to protect those at the very greatest risk in our community
- moving to a system whereby all eligible people would be asked to pay towards their care in line with their ability to pay, regardless of age or circumstances was identified as a positive move towards removing discrimination as well as fully complying with equalities legislation

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (Please refer to the guidance for additional information)

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

In as much as there are negative impacts identified above (section 3), the intention of the review proposals is to ensure that the council complies with its legal duties to operate within limited financial constraints whilst taking steps to mitigate against any negative impacts on any particular group.

Part 3 (above) has identified that these proposals are likely to have a negative impact on 3 groups – age, disability and sex.

Proposals to cease free home care for the over 80s:

Age Equality Duty: A decision to introduce a home care charging policy for the over 80s age group would have a negative impact on those current and prospective service users in this age group who would be asked to pay, depending on their ability to do so. In particular, a home care charging policy would have a negative impact on those service users in this age group whose income only just exceeds the charging threshold as set down in the Fairer Charging Guidance.

This negative impact needs to be balanced against the future ability of the Council to meet the population's growing adult social care needs. Therefore a home care charging policy which is consistent across the population group as a whole would ensure that the most vulnerable people, regardless of age, continue to have access to and benefit from the services that they need. It will allow fairer access to resources by all, regardless of age.

Proposals to change the eligibility criteria threshold:

Disability Equality Duty/Age Equality Duty/ Sex Equality Duty

Proposals to change the eligibility criteria threshold could impact negatively on people whose needs will no longer be met. This will have a greater impact on the elderly and disabled people. It will also have a greater impact on the female population as there are a greater number of females than males who are aged over 65 and above on the Island.

This negative impact is objectively justified when assessed against the Council's future ability to meet the population's growing adult social care needs. The consultation process has identified that there are steps that could be taken to minimize this negative impact and these are outlined in the Action Plan in Part 6 below

Proposals to re-locate Westminster House:

Disability Equality Duty:

As the Westminster House service is only open to disabled persons, there will be an impact upon this group in particular if proposals to re-locate go ahead.

This impact can be objectively justified by the fact that the building is not currently fit for purpose and by consolidating the service at the Gouldings we can offer this group an environment which is better suited and compatible with access needs.

The consultation process has identified that there are steps that could be taken to minimize this negative impact and these are outlined in the Action Plan in Part 6 below

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

In terms of the application of revised eligibility criteria, the intention is to work with a carefully constructed risk-based assessment to ensure that those people with the highest level of need are properly supported.

There will continue to be signposting to other sources of support (help or advice) for those who do not meet the eligibility criteria proposed.

4.3 If there is no evidence that the review promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

As 4.2 above.

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

As part of the ongoing transformation of adult social care, including integration with health, there will be regular reassessment of processes and policies.

4.5 How will the review be implemented?

See 1.9 above.

4.6 As 4.5 above please identify training requirements.

Ongoing training and development opportunities will be needed for social care staff, finance officers.

Equality and diversity training will continue as and when required for all staff.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the review comply with equalities legislation?

There are areas of the review which will clearly impact more upon certain protected groups – in particular, age, disability and gender groups. However, following the results of the consultation, this document has made suggestions as to ways in which the impact on certain groups could be mitigated. These suggestions need to be carefully considered by the decision makers.

5.2 What are the main areas requiring further attention?

In terms of the application of revised eligibility criteria, the intention is to work with a carefully constructed risk-based assessment to ensure that those people with the highest level of need are properly supported.

There will continue to be signposting to other sources of support (help or advice) for those who do not meet the eligibility criteria proposed.

As part of the ongoing transformation of adult social care, including integration with health, there will be regular reassessment of processes and policies.

Account will be taken of all changes as part of the ongoing training and development opportunities of social care staff and finance officers.

Equality and diversity training will continue as and when required for all staff.

5.3 Summary of recommendations for improvement

As 5.2 above

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

See 4.4 above

5.5 When will the impact of the review be reconsidered?

See 4.4 above.

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age	<ul style="list-style-type: none"> - the negative impact on people over 80 who would be charged (within their ability to pay) is objectively justified as it allows for a fairer access to resources by all, regardless of age. It is proposed that there be a managed transition period. - In recognition of the impact which this would have on older people whose needs will no longer be met, the council needs to ensure that: <ul style="list-style-type: none"> o Access to information is readily available for all to be able to be self-supporting through the ULO and other mechanisms o Referrals for assessment are responded to in a timely way - Concerns that the eligibility criteria will not be equally and openly applied will be addressed through a programme of training and supervision of those staff involved. - Concerns that charging will not be fairly and openly assessed will be addressed through the training of financial assessment staff who must be encouraged to adopt consistent, fair and correct application of the charging scheme. 	Head of Commissioning for Adult Social Care will lead on all aspects	TBA	Within current resource allocation	

Disability	<ul style="list-style-type: none"> - There are no proposed changes which would mitigate the cost and time involved in travelling to Freshwater for respite care, therefore members need to consider this when deciding whether to proceed with the proposal. - There are also no proposed changes which would mitigate the loss of access to the range & type of shops, as well as leisure facilities, for respite care service users. There is access to some shopping and leisure facilities, and use of a minibus for group outings which would be more limited. Members need to take account of this in their decision. - The council ensures that staff working with people with particular needs are appropriate to those needs. Should the proposals go ahead, the lead officer will ensure there is a proper training plan in place to ensure this standard. 				
Carers	<ul style="list-style-type: none"> - Fears that the proposal to change eligibility criteria, charge for services and relocate the respite care service will impact very badly on carers are based on the fear that these services will no longer be provided. Proposed action: <ul style="list-style-type: none"> o Training of key workers undertaking eligibility reviews to emphasise the importance of properly assessing the impact on carers 				
Gender Reassignment					
Marriage & Civil Partnership					

Equality Impact Assessment – Adult Social Care Changes (28-1-11)

Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above					

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website. Please access the Work tab of the council's intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment	28 January 2011		
Officer's name	Kim Ball	Role	Transformation Manager, Community Wellbeing and Social Care
Service, policy, procedure, practice or project that was impact assessed	Proposed adult social care changes to eligibility criteria, charging policy and relocation of Westminster House respite care service		
Summary of findings	<p>In terms of the application of revised eligibility criteria, the intention is to work with a carefully constructed risk-based assessment to ensure that those people with the highest level of need are properly supported.</p> <p>There will continue to be signposting to other sources of support (help or advice) for those who do not meet the eligibility criteria proposed.</p> <p>As part of the ongoing transformation of adult social care, including integration with health, there will be regular reassessment of processes and policies.</p> <p>Ongoing training and development opportunities will be needed for social care staff, finance officers.</p> <p>Equality and diversity training will continue as and when required for all staff.</p>		
Summary of recommendations and key points of action plan	<ul style="list-style-type: none">- It is proposed that there be a managed transition period.- Access to information is readily available for all to be able to be self-supporting through the ULO- Referrals for assessment are responded to in a timely way- Programme of training and supervision of those staff involved in eligibility reviews- Training of financial assessment staff who must be encouraged to adopt consistent, fair and correct application of the charging		

scheme.

- Training plan in place to ensure those working with people with particular needs are appropriately trained
- Training of key workers undertaking eligibility reviews to emphasise the importance of properly assessing the impact on carers

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input type="checkbox"/>	<input type="checkbox"/>
Sex (male/female)	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>