

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

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

Supporting People (SP) Revised Quality Assessment Framework (QAF) 2009

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

SP Contract and Review Officers and IWC Diversity Manager

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

To review support providers to ensure they are delivering on quality outcomes for vulnerable groups on Isle of Wight and that they are contract compliant.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

Supporting People providers

Service Users

Partners e.g. LA, PCT, Probation, other service providers, referral agencies.

Intention is to improve outcomes for service users by ensuring support is outcome focused and to promote good practice for providers.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

Sent to providers for consultation, available on Council website and Supporting People Knowledge Web, notification sent to partners and referral agents through Supporting People newsletter SPIN. Service users are consulted on the assessment process and their views recorded as part of the review process.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

The QAF assesses that support plans are outcome focused and one of the SP outcomes is to 'make a positive contribution'

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

Supporting People is directly related to one of the 35 National Indicator Sets chosen by the Council (NI 141) and contributes to the Island Strategic Partnership (ISP) theme of 'Healthy and Supportive Island'. It is also indirectly related to a number of other national indicators. It also supports the Council's corporate social responsibility to improving outcomes for vulnerable

people.

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

Providers must have policies in place in regard to diversity. QAF enables us to ensure that there is equity across the six diversity strands to ensure we meet the needs of vulnerable people on the Island.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

Promoted through a phased approach to inform providers and stakeholders of the requirements of which the SP team take responsibility. Will be managed by Commissioning Body (CB) and Strategic Core Group (SCG).

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

Provider performance workbooks, Client schedules, Information Observatory, Indices of Multiple Deprivation, SP Needs Analysis 2007, Census data, JSNA, Centre for Housing Research (CHR) data,

2.2 Equalities profile of users and beneficiaries

As above

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

None to date – however, we undertake a survey of providers following each review to ensure that any issues are flagged up and addressed.

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

Nothing to date

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

Improving accessibility, improving quality of outcomes, more subjective so enabling innovation, more inclusive accessible services.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority’s single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact	N/A	N/A	N/A	N/A	N/A	N/A
Neutral impact	N/A	N/A	N/A	N/A	N/A	N/A
Positive impact	Multi cultural information provided to all	DDA compliance	N/A	N/A	N/A	Religious information made available to all

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?

N/A

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

N/A

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

Issues that are brought up in review are addressed in action plan following review.

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

N/A

4.5 How will any service, policy, procedure, practice or project be implemented?

Procedure is Government led so can feed back, contracts information we can amend if necessary

4.6 As 4.5 above please identify training requirements

None identified

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 service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

Monitoring and review

5.3 Summary of recommendations for improvement

Undertaking workshop with providers around Equality, developing awareness across all stakeholder groups

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

Already monitoring equalities data

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

Responsibility of Communities and Local Government (CLG), we will operate to these terms.

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
Race	None				
Disability	None				
Age	None				
Religious and Philosophical belief	None				
Gender	None				
Sexual orientation	None				
Geographical location	None				
All of the above	None				

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, and return it to the HR OD & Diversity Manager.

Date of assessment	07/07/2009		
Officer's name	SP team	Role	Commissioners of services
Service, policy, procedure, practice or project that was impact assessed	Revised Quality Assessment Framework 2009		
Summary of findings	QAF supporting and improving outcomes for vulnerable people		
Summary of recommendations and key points of action plan	None identified		

Groups that this policy will impact upon

Race	<input type="checkbox"/>	Gender	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Other	<input type="checkbox"/>	All	<input checked="" type="checkbox"/>