

# 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**

The equality impact of delivering the *Aiming High for Disabled Children Programme*. This will contribute to the Council's existing Children, Young People and Families Plan.

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

Moira Henderson, Aiming High Short Break Care Implementation Officer

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

To deliver a full service offer which provides significantly more opportunities for short break care and participation in universal services, particularly leisure related, for disabled children and young people.

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

1. Disabled Children and Young People and their families.
2. By being able to access a range of opportunities including short break care and broader access to universal services and in particular leisure opportunities.

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

Yes through Parents' Voice and through stakeholder events, and a steering group which has parent representation.

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

The whole community will be encouraged to understand better the needs and contribution of disabled children and young people and appreciate their value, particularly as more disabled children and young people make use of mainstream facilities.

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

## **aims?**

The council's Corporate Plan's sets out the council's commitment to supporting vulnerable people, improving emotional health and raising standards and increasing skills. Delivering Aiming High would contribute to these priorities.

### **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?**

Delivering the programme will promote fair treatment for disabled children and young people.

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

The Cabinet has approved the programme. The Lead Officer for Implementation is Moira Henderson, Short break care implementation officer. A steering group has been established and specific programmes procured on the basis of their recommendations. The Primary Care Trust is also contributing to Aiming High.

## **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**

Stakeholder days with disabled young people and their families have elicited their dissatisfaction with progress in securing equitable services and positive outcomes for disabled children and young people.

The absence of comprehensive data on disabled children and young people will be one of the issues that is being addressed through the delivery of Aiming High.

Data is being recorded on a systematic basis in the Local Authority Ixxxx Axxx Pxxx (LAIMP) – Moira

### **2.2 Equalities profile of users and beneficiaries**

Because the Council does not have an active Disabled Children's Register, it is impossible to determine whether the service user profile reflects the local population of disabled children and young people. This gap is being addressed by a re-launching of the Disabled Children's Register in January 2010.

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

There have been no complaints based specifically on discrimination. However, there have been a small number of successful ombudsman appeals which have found maladministration to the detriment of disabled children and young people. There is also a wider view among families of disabled children that the Council and its partners are not doing enough for disabled children and young people.

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

There is no negative impact as such. Complaints focus on the need for more, and more accessible, services.

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

As Aiming High provides additional funding to the LA, it accelerates accessibility to, and development of, services for disabled children and young people.

## **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	None	N/A	N/A	N/A	N/A
Neutral impact	N/A	None	N/A	N/A	N/A	N/A
Positive impact	Delivering Aiming High will have a positive impact on disabled children and young people of all ethnicities.	Delivering Aiming High is designed specifically to provide easier access to services for disabled children and young people and to enable them to influence both policy and service quality and availability.	Delivering Aiming High will have a positive impact on disabled children and young people of both genders.	Delivering Aiming High will have a positive impact on disabled children and young people of all sexual orientations.	Delivering Aiming High will have a positive impact on disabled children and young people of all ages.	Delivering Aiming High will have a positive impact on disabled children and young people of all faiths.

**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?**

Not applicable.

**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**

Not applicable.

**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?**

Not applicable.

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

A positive impact for disabled children and young people has been identified. The purpose of Delivering Aiming High is to develop more opportunities for short breaks and positive activities for LDD. There is a related proposal being considered by the Children's Trust to establish a specific group for learning difficulties and disabilities within the Children's Trust structure, to monitor delivery of a strategy designed to improve services to and outcomes for disabled children and young people.

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

The full service offer required by Aiming High will be delivered through the LDD/Inclusion Strategy.

**4.6 As 4.5 above please identify training requirements**

A training programme is being developed through the *Aiming high for disabled children* initiative.

## Part 5 Conclusions & recommendations

This section ensures that whatever 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?**

None.

**5.3 Summary of recommendations for improvement**

Please see responses to 4.4 and 4.5.

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

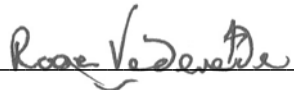
Through the LAIMP, Inclusion/LDD strategy monitoring, and external monitoring by a regional officer appointed by the DCSF.

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

It is reviewed annually in the autumn.

Date completed - 10 January 2010

Signed by



**Roger Vandevelde**  
**Project Lead for Inclusion**

**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	No negative impacts are envisaged.				
Disability					
Age					
Religious and Philosophical belief					
Gender					
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 and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s website.

**Date of assessment**

**Officer’s name**  **Role**

**Service, policy, procedure, practice or project that was impact assessed**

**Summary of findings**

**Summary of recommendations and key points of action plan**

**Groups that this policy will impact upon**

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