



Equality Impact Needs Assessment (EINA)

Part 1 EINA (initial assessment with preliminary consultation)

Name of policy, procedure, function, project, etc	
Day Services Reconfiguration	

Names (list those involved in carrying out assessment)	Job titles	Contact details
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Date commenced	July 2013	

Aims of the policy and description
Reconfiguration of day services as part of the change to becoming a commissioning Council whereby individuals as personal budget holders become commissioners of services to meet their own individual assessed needs.

Stakeholders, people concerned, interested parties
Shropshire Council Services Users attending day services Family Carers Shropshire CCG Providers Employees Health and Wellbeing Board

Progress summary	Date	Signature
Head of service	Part 1 24 July 2013	<i>RH Houghton</i>
Head of service	Part 2 (FULL)	

Potential Impact on Target Groups – Preliminary Consultation (see page 2)

Assess each of the following areas separately and consider how the policy may affect people's Human Rights
<ul style="list-style-type: none"> • Have you considered the relevant Protected Characteristics and/or consulted people with specialist knowledge? • Will the policy create any problems or barriers to any Community or Group?

- Will any group be excluded because of the policy?
 - Will the policy have a negative impact on community relations?
- If the answer to any of these is **Yes** to any **High Impact criteria**, you must prepare a **Full (Part 2) EINA**. Preliminary consultation will be required to help identify the impact and evidence of this recorded.

Initial assessment (and preliminary consultation)

Protected Characteristic groups	Significant (High) negative impact <i>Full EINA required</i>	Significant (High) positive impact <i>Full EINA required</i>	Medium or Low impact <i>Part 1 EINA only required</i>
Race (also ethnicity, nationality, culture, language, gypsy, traveller)			Low
Disability (mental & physical impairments, mobility, manual dexterity, speech, hearing, learning, understanding, visual, MS, cancer, HIV)			Medium – the existing in house day services support adults with learning disabilities who will be supported to access alternative means of support using personal budgets.
Sex (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment)			Low
Gender re-assignment (also associated aspects: safety, single-parenting, caring responsibility, potential for bullying & harassment)			Low
Sexual Orientation (heterosexual, lesbian, gay, bi-sexual)			Low
Age (children, young people, working age, elderly)			Medium – most day services are for people aged 18-65. There are also day services for over 65. All age groups will be supported through personal budgets to choose alternative provision and support.
Religion & belief (Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Non-conformists)			Low
Pregnancy & Maternity			Low

<p>Other (other target groups relevant to your service, for example, family carers, marital status, rurality, poverty)</p>			<p>Medium – family carers who rely on day services for respite will still be supported as eligible users will be able to access wider community based services.</p> <p>Medium – employees – the majority of the work force are female and part-time. For re-provisioned services TUPE will apply. There may be some redundancies. There will also be new employment opportunities as personal assistants for people who use direct payments to meet their assessed needs.</p>
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High	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with customers, general public, employees
Medium	Some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with customers, general public, employees
Low	Almost bordering with non-relevance to the EINA process (heavily legislation led, very little discretion exercised, limited public facing aspect, national policy)

What is your evidence for your answers to the above questions?

Consider quantitative and qualitative data. Customer equality monitoring data, consultation process, research data. Log details in Evidence part of form (page 4)

1. Knowledge of services provision
2. Performance Indicator Information
3. Consultation in 2011 on transformation of Social Care
4. Consultation in 2012 on detailed transformation and changes to day service charging and provision

Important: Only policy, procedure, function, etc rated as **High Impact** needs a **Full (Part 2) EINA**. Full assessment requires more in-depth consultation with members from the target groups highlighted as being at the receiving end of any potential High Impact.

Part 2 – Full EINA

Sources of evidence

- List the main sources of evidence on each group, both quantitative and qualitative
 - Consider how the policy may affect people's Human Rights
 - Qualitative evidence may include comments and opinions from stakeholders, as well as academic research
- Useful sources of information: complaints monitoring, customer records, census data, focus groups, face to face interviews, surveys, related information produced by other public bodies)

Consider the following when assessing the impact & seeking evidence/during consultation

1. How is the policy likely to affect the **promotion of equality** and the **elimination of discrimination** in **each** of the areas?
 - a) Give a selection of key facts relevant to each area
 - b) If there is little or no evidence, say what you will do to find some evidence and give examples of the types of evidence you might find
2. How will the policy meet the needs of the **different communities** and groups?
3. Give details of any **consultation** that has already been done which is relevant to this policy
4. Give examples of **existing good practice** in this area, for example, measures to make it easier for people in particular groups to influence policy

Challenges and opportunities: questions to consider throughout the assessment

- Consider using a Critical Friend (external to the department or organisation) to challenge the assessment
- What measures does the policy include, or what could it include, to address existing patterns of **discrimination, harassment or inequality?** (Consider the alternatives)
- What impact will the policy have on **helping different groups of people** to get on well together to **improve community relations?**
- If the policy is likely to have a **negative** impact, what are the reasons?
- What **practical changes** will help reduce any adverse impact on particular groups?
- What will be done to **improve access to take-up** of services and **understanding the policy?**
- What can you do to **promote equality** and **eliminate discrimination** when you procure goods and services?

Detailed evidence

	Source of evidence & baseline data	Outline of impact
Race		
Disability	Adults with learning disabilities and older people will be affected	<p>Building based services will be reconfigured. Individuals will be able through the use of personal budgets to access alternative means of support including community based and peer support, education, training, leisure and employment.</p> <p>Some specialist building based services will remain for the most</p>

		profoundly disabled. These though may not in the future be provided by Shropshire Council.
Sex		
Gender Re-assignment		
Sexual Orientation		
Age	Day Services are provided for adults with learning disabilities aged 18-65. Day Services are provided for older people over 65.	Building based services will be reconfigured. Individuals will be able through the use of personal budgets to access alternative means of support including community based and peer support, education, training, leisure and employment.
Religion & Belief		
Pregnancy & Maternity		
Other	<ul style="list-style-type: none"> • Shropshire Council employees • Family Carers 	<p>Medium – family carers who rely on day services for respite will still be supported as eligible users will be able to access under Community Services.</p> <p>Medium – employees – the majority of the work force are female and part-time. For re-provisioned services TUPE will apply. There may be some redundancies. There will also be new employment opportunities as personal assistants for people who use direct payments to meet their assessed needs.</p>

EINA decision

Decide whether to adopt the policy based on the aims, evidence collected, consultation results, relative merits of alternative approaches and compliance with legislation. Ensuring that:

- The approach is methodical and logical, records are kept and decisions are justified
- Balanced decisions are made, best accommodating conflicting interests

Summary of findings and analysis - EINA decision

Following consultation in 2011 and 2012 and further consultation to be undertaken with staff groups collectively and Service Users on an individual basis the impact of this service change is considered to be low.

Signature (Lead Officer)	Signature (Head of Service)
Date:	Date:

Next review date of this EINA

Every 3 years or when policy changes, if earlier
Date:

Action Plan guidance notes

Give an outline of your action plan, based on the evidence you find to support your decisions, and the challenges & opportunities you have identified. It could include:

- Plans that are already under way or that you are already thinking about to address the **challenges** and **priorities** you have identified
- Arrangements for continued **discussion** and **involvement** with stakeholders
- Arrangements for **monitoring** and **evaluating** the policy for its impact on different groups throughout the policy making process and as the policy is carried out
- Arrangements for ensuring that any pilot projects are evaluated and take account of issues described in the assessment, and that they are assessed to make sure they are having intended impact
- Arrangements for discussing how far you can take account of the issues in the assessment with other agencies, service providers, Non-Departmental Public Bodies and regulatory bodies
- Arrangements for ensuring that your relevant **colleagues** are **made aware** of the assessment
- Arrangements to make sure the assessment contributes to the Single Equality Scheme (SES)
- Arrangements for disseminating information about the assessment to all relevant stakeholders who will be implementing the policy
- Arrangements for improving the body of evidence you have

Also consider the following:

- Area of negative impact
- Actions/changes proposed
- Resource implications

Action Plan

		Person responsible	Target date
Involvement & consultation	<ul style="list-style-type: none"> • Second phase of consultation completed in 2011 and 2012. • Staff consultation – ongoing from August 2013 • Individual Service User consultation ongoing from August 2013 		
Data collection & evidence			
Assessment & analysis			
Procurement & partnerships			
Monitoring, evaluating & reviewing (including publishing the results)			

You may wish to change the above categories in the first column to reflect the actions needed, relevant to the policy and assessment