

EQUALITY IMPACT ASSESSMENT TEMPLATE - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Carer services to be provided via personal budgets
2	Person responsible for the assessment:	Ian Peet
3	Contact details:	912 5849, ian.peet@trafford.gov.uk
4	Section & Directorate:	C & WB, Adult Social Care, Commissioning and Service Development
5	Name and roles of other officers involved in the EIA, if applicable:	Mark Grimes, Programme Manager, Commissioning and Safeguarding

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="radio"/> Function <input checked="" type="radio"/>
2	Is this EIA for a new or existing policy or function?	New <input type="radio"/> Existing <input checked="" type="radio"/> Change to an existing policy or function <input type="radio"/>
3	What is the main purpose of the policy/function?	The current contract in place supports an infrastructure and retainer in order for immediate access to care and support. Previously this service was monitored and supported via Trafford's Control Room. This function has now been passed to Trafford Carers Centre. It is proposed to re-invest a large proportion of the current contract price of £220k via the Personal Budget model. The transfer of the current contract to that of a Personal Budget model will release savings from

		the infrastructure costs currently in place associated with back office and management functions of the current contract.
4	Is the policy/function associated with any other policies of the Authority?	The function is associated with policies regarding adult social care and health services.
5	Do any written procedures exist to enable delivery of this policy/function?	The service will be delivered from the carers centre with written policy and procedure developed with the commissioning team
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	The main stakeholders are carers for people with social care needs.
8	How will the policy/function (or change/improvement), be implemented?	<p>By promoting the use of Personal Budgets to carers currently in receipt of services delivered by Crossroads. A similar model has been introduced in other local authorities and savings achieved through the assessment and signposting of carers to mainstream provision. It is intended that all current carers of services delivered by Crossroads will be re-assessed and allocated a Personal Budget which can be used to purchase support from the existing homecare framework as well as obtaining support from Crossroads.</p> <p>Current contractual arrangements exist to support back office and infrastructure costs which will not be required within the move to a Personal Budget model. This area will deliver the majority of the savings. The current contract with Crossroads has come to an end and a waiver is in place to support the transition to a Personal Budget model.</p>

9	What factors could contribute or detract from achieving these outcomes for service users?	If any high/medium negative impacts associated with the proposal cannot be mitigated.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Trafford Carers Center

C. Data Collection

1	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Adult social care's IT system and reporting process provides extensive monitoring data
2	Please specify monitoring information you have available and attach relevant information*	NA
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	NA

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

D. Consultation & Involvement

1	Are you using information from any previous consultations and/or local/national consultations, research or	
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	practical guidance that will assist you in completing this EIA?	
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	A robust consultation process has been undertaken incorporating easy read documentation and support from partner organisations Individual meetings have been held with the service providers and other stakeholders
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	Appropriate communication methods will be used.

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;	x			The provision of services via a personal budget model will give greater to choice and

				<p>control to carers. Trafford Carers Centre and carers' representatives have been engaged throughout the consultation.</p> <p>Crossroads Care in Greater Manchester has demonstrated support and willingness to participate and co-produce the new model.</p> <p>Carers have the right to purchase from Crossroads Care in Greater Manchester as well as a wide range of alternative services.</p>
Pregnant women & women on maternity leave			x	
Gender Reassignment			x	
Marriage & Civil Partnership			x	
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)	x			The increased choice and control available to carers will allow more culturally sensitive services to be provided and will assist in the market development of these services
Disability – physical, sensory & mental	x			The provision of services via a personal budget model will

impairments				give greater to choice and control to carers.
Age Group - specify eg; older, younger etc)	x			
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			x	
Religious/Faith groups (specify)			x	

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

F. Could you minimise or remove any negative potential impact? If yes, explain how.	
Race:	
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	
Disability:	Trafford Carers Centre and carers' representatives have been engaged throughout the consultation. Crossroads Care in Greater Manchester has demonstrated support and willingness to participate and co-produce the new model. Carers have the right to purchase from Crossroads Care in Greater Manchester as well as a wide range of alternative services.
Age:	

Sexual Orientation:		
Religious/Faith groups:		
Also consider the following:		
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	N/A
2	Could the policy have an adverse impact on relations between different groups?	N/A
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	N/A

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan,	Progress milestones	Progress
If the proposal is accepted an Action plan will be	Action Plan developed	March 13	Mark Grimes		Action Plan in Place	

<p>developed in partnership with the carers centre, carers and service providers to ensure that the transition to a personal budget model goes smoothly and that the positive impacts associated with the move are realised.</p>						

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed
 Lead Officer
 Date

Signed
 Service Head
 Date