

EQUALITY IMPACT ASSESSMENT TEMPLATE - TRAFFORD COUNCIL

| A. Summary Details | | |
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| 1 | Title of EIA: | Older People External Day Support |
| 2 | Person responsible for the assessment: | Andrea Glasspell |
| 3 | Contact details: | 912 4611 |
| 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: | Shabina Butt – Communities and Wellbeing Officer, Commissioning, Adult Social Care |

| B. Policy or Function | | |
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| 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? | To provide meaningful day support opportunities for older people in Trafford, through a personal budget via direct payment, virtual budget or individual service fund |
| 4 | Is the policy/function associated with any other policies of the Authority? | The function is associated with policies regarding adult social care. |
| 5 | Do any written procedures exist to enable | A detailed service specification is in place. |

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| | delivery of this policy/function? | Personal budget agreements/procedures Think Local Act Personal Tools/guidance |
| 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 older people from BME communities living in Trafford. Accessing the service through a personal budget, will enable people to have more choice and direct control over their support and services, and increase the portability of their service to an alternative if they choose. |
| 8 | How will the policy/function (or change/improvement), be implemented? | Decommission externally commissioned day support, reinvesting in personal budget allocation to ensure no overall reduction in places. |
| 9 | What factors could contribute or detract from achieving these outcomes for service users? | Resistance to shift to personal budgets, primarily older people services, nationally uptake and interest in PB's from older people low. Providers unwilling to engage and remodel services in line with Personalisation agenda. |
| 10 | Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state? | Finance charging policy Personal Budget Service |

C. Data Collection

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| 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? | ACCG – 12 = FACS eligible, non FACS eligible = ? ISCC - 5 FACS eligible, non FACS eligible = ? |
| 2 | Please specify monitoring information | |

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| | you have available and attach relevant information* | |
| 3 | If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data? | Incomplete data available, current level of activity of care managed and non care managed places being confirmed between providers and commissioners. |

**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 | | |
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| 1 | Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA? | Personalisation Programme from Putting People First and Think Local Act Personal |
| 2 | Please list any consultations planned, methods used and groups you plan to target. (If applicable) | The Future of Adult Social Care in Trafford - An Over view Budget Proposal Consultation Plan Individual meetings have been held with the service providers |
| 3 | **What barriers, if any, exist to effective consultation with these groups and how will you overcome them? | Language barriers have been considered and will be managed through the brokerage functions where appropriate and interpretation support from provider and council staff. |

***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; | | | | |
| Pregnant women & women on maternity leave | | | | |
| Gender Reassignment | | | | |
| Marriage & Civil Partnership | | | | |
| Race - include race, nationality & ethnicity (NB: the experiences may be different for different groups) | x | Low | | Service users supported to have greater choice control flexibility in meeting support needs Low Negative - Service users do not want to control/manage own support through a personal budget. |
| Disability – physical, sensory & mental | | | | |

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| impairments | | | | |
| Age Group - specify eg; older, younger etc) | x | Low | | Service users supported to have greater choice control flexibility in meeting support needs Low Negative - Service users do not want to control/manage own support through a personal budget. |
| Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people | | | | |
| Religious/Faith groups (specify) | x | Low | | Service users supported to have greater choice control flexibility in meeting support needs Low Negative - Service users do not want to control/manage own support through a personal budget. |

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

High

Medium

Low x

F. Could you minimise or remove any negative potential impact? If yes, explain how.

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| Race: | In remodelling process, support providers enabled to respond with a virtual budget/ISF model, to enable users to who do not want to manage their PB to also have more choice and control. |
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| Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership | |
| Disability: | <p>Work is ongoing with service providers to offer virtual personal budgets where older people would not be required to hold a cash budget. Services are not being withdrawn and there is a commitment to continue to fund people with eligible needs via a Personal Budget. There will be no change to their service if people chose to spend their Personal Budget with their current provider.</p> <p>Engagement and co-production with providers has continued over a number of years, developing an understanding of Personalisation through the BME Service Improvement Partnership. We are committed to facilitating access to brokerage support to respond to the needs of BME communities.</p> <p>Support is being provided to share good practice and experiences of other providers who have transformed their services.</p> |
| Age: | In remodelling process, support providers enabled to respond with a virtual budget/ISF model, to enable users to who do not want to manage their PB to also have more choice and control. |
| Sexual Orientation: | |
| Religious/Faith groups: | In remodelling process, support providers enabled to respond with a virtual budget/ISF model, to enable users to who do not want to manage their PB to also have more choice and control. |
| Also consider the following: | |
| 1 | <p>If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity</p> <p>N/A</p> |

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| | for a particular equality group or for another legitimate reason? | |
| 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 |
|--|-----------------------------------|-------------|-------------------------------|--|---------------------------------|-----------------|
| Develop virtual budget or Individual service fund agreement with service provider. | Develop ISF process and agreement | April 13 | Andrea Glasspell/Shabina Butt | | Process and agreements in place | |
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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