

EQUALITY IMPACT ASSESSMENT TEMPLATE - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Pathways & Princess Centre
2	Person responsible for the assessment:	Christine Warner
3	Contact details:	0161976-4320
4	Section & Directorate:	Communities & Wellbeing
5	Name and roles of other officers involved in the EIA, if applicable:	Helen Sattée, & Andrea Glasspell

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 type="radio"/> Change to an existing policy or function <input checked="" type="radio"/>
3	What is the main purpose of the policy/function?	To close the Princess centre and to provide both day care services from the Pathways facility creating a co-located service hub
4	Is the policy/function associated with any other policies of the Authority?	No
5	Do any written procedures exist to enable delivery of this policy/function?	Yes

6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	
7	Who are the main stakeholders of the policy? How are they expected to benefit?	Residents, families & Carers
8	How will the policy/function (or change/improvement), be implemented?	Through consultation process (see business Case for full details)
9	What factors could contribute or detract from achieving these outcomes for service users?	The final consultation decision
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	No

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?	N/A
2	Please specify monitoring information you have available and attach relevant information*	N/A
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	N/A

**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 practical guidance that will assist you in completing this EIA?	The decision to consult on the co- location of the princess centre & Pathways follows the re-structure of Pathways in 2010 and the commitment of the council to the personalisation agenda
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	To consult with all current service users, families & carers The consultation process will include initial individual meetings with the above to discuss the council's proposal to co-locate the Princess Centre with Pathways at the Meadowside location. All Service users & families will be given the opportunity to comment both verbally and in writing on the proposals. The same process will apply to all staff employed by both the Princess Centre & Pathways
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	Families unable to attend individual meetings. To ensure that families have written information and telephone contact /support where needed

***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)				
Disability – physical, sensory & mental impairments	Service Users The co-location of the two services in one building will			

	<p>bring benefits to service users with a learning disability by improving social inclusion</p> <p>Staff The co-location will allow staff to learn new skills and share experience and knowledge and create greater understanding of each other's roles</p>			
<p>Age Group - specify eg; older, younger etc)</p>	<p>Service Users The co-location of the two services in one building will bring benefits to older service users by improving social inclusion</p> <p>Staff The co-location will allow staff to learn new skills and share experience and knowledge and create greater</p>			

	understanding of each other's roles.			
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people				
Religious/Faith groups (specify)				

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:	<p>Timescales can be achieved and are built into the project plan, based on a robust programme management approach.</p> <p>A business case to support the proposal has been developed. This includes a proposed site plan and development of an additional entrance at Meadowside to ensure appropriate and adequate use of space.</p> <p>The proposal is aligned to the strategic direction of day support services following the original review of the internal and external day support market completed in 2005.</p>
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?	
2	Could the policy have an adverse impact on relations between different groups?	
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
Awaiting results of consultation						

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

Signed *C. Warner*
Lead Officer: Christine Warner
Date: December 2012

Signed
Service Head
Date