

EQUALITY IMPACT ASSESSMENT TEMPLATE - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Supported Accommodation
2	Person responsible for the assessment:	Christine Warner
3	Contact details:	christine.warner@trafford.gov.uk , telephone 976 4320
4	Section & Directorate:	CFW Adult Social Services
5	Name and roles of other officers involved in the EIA, if applicable:	

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function X <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	Supported living arrangements are in place for disabled people (mainly with a learning disability), who require a small group living setting with support to live as independently as possible in the community.
4	Is the policy/function associated with any other policies of the Authority?	Community Care Act and associated policies
5	Do any written procedures exist to enable delivery of this policy/function?	A number of policies will be in place linked to social care, health and safety etc.

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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?	People with a learning disability or mental impairment, families and carers. People are supported to live as independently as possible, within their own tenancy and are facilitated to have a community presence with the support of the service
8	How will the policy/function (or change/improvement), be implemented?	Each person will be reassessed to determine if this setting remains appropriate to meet assessed needs. The support services will no longer be provided directly by the Council. This will be achieved either through a personal budget or the service will be commissioned by an external provider.
9	What factors could contribute or detract from achieving these outcomes for service users?	The lack of a reasonable alternative solution to meet the current level of need.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	

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?	This piece of work is currently being completed but all
2	Please specify monitoring information you have available and attach relevant	See Above

	information*	
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	Yes

**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?	No
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	The proposal is part of the 2015/16 budget consultation process. To date staff have only been briefed on proposals (phase 1). A follow up briefing will take place on February 10th 2015 followed by a formal consultation for Phase 2 when more work has been completed on the new model for the Supported Living Service.
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	None

***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;		Low		<p>The current service is provided to both men & women. There will be no impact on service users as a result of the proposals in Phase1. In phase 2, the impact will be low as alternative options offering the same level of support will be provided. Existing service users will be offered support through this transitional process. The staff will also transfer over to the service through the transfer of undertakings (TUPE) arrangements, which will also minimise impact.</p> <p>The full impact however will not be known and cannot be confirmed until the details of phase 2 are finalised and a further EIA will be completed.</p>

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Pregnant women & women on maternity leave			X	No impact as a result of this protected characteristic as all staff will be included in consultation.
Gender Reassignment			X	No Impact
Marriage & Civil Partnership			X	No Impact
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)			X	No Impact
Disability – physical, sensory & mental impairments		Low		The current service is provided to both people with a learning disability and people with a mental impairment. There will be no impact of the proposals in Phase1. In phase 2, the impact will be low as alternative options offering the same level of support will be provided. Existing service users will be offered support through this transitional process. The staff will also transfer over to the service through the transfer of undertakings (TUPE) arrangements which should also

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				limit the impact
Age Group - specify eg; older, younger etc)			X	The service caters for all ages within the adult range – No impact For the staff in the supported living service the impact will not be known until phase 2 has been confirmed. Staff will however be supported under the TUPE arrangements
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			X	No Impact
Religious/Faith groups (specify)			X	No Impact

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:	Please see above for mitigation action
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	
Disability:	
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?	


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
Phase 1 Supported Living implementation	No Action Required			Business Plan		

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<p>Phase 1 Supported Living proposals for staff & Service users & families</p>	<p>Undertake staff briefing of progress to date</p> <p>Service users & families to be briefed</p>	<p>10th Feb 2015</p> <p>Week comm 23rd Feb 2015</p>	<p>C. Warner</p>	<p>Business Plan</p>		
<p>Phase 2 Supported Living Consultation</p>	<p>Prepare consultation document and undertake staff consultation when phase 2 proposal completed</p>	<p>Prepare consultation document and undertake staff consultation when phase 2 proposal completed</p>	<p>C. Warner</p>	<p>Business Plan</p>		

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

Signed 
Lead Officer Chris Warner
Date 9/2/15

Signed 
Service Head Diane Eaton
Date 9/2/15