

Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area	Head of Service:	Person responsible for the assessment:	Date of Assessment	
Adult Services	Jonathan Griffiths	Jonathan Griffiths	January 2013	
Name of the policy / practice to be assessed:			Is this a new, existing or policy / practice under review?	
Family aide re-provision				Proposed change to existing service

<p>1. Briefly describe the purpose of the policy / practice</p> <p>If the policy / process is under review, please list any options under consideration</p>	<p>Family aide re-provision (£122,000)</p> <p>The council is proposing to close the current family aide services and re provide them through an alternative third sector or not-for-profit provider. Direct payments would be offered for people to create their own individual packages of support, giving people greater control.</p>
<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<p>Medium term revenue plan for social services Annual report of the Director of Social Services NHS and Community Care Act Social services and Wellbeing Bill One Newport Plan Gwent Learning Disability Strategy</p>
<p>3. Who are the main stakeholders in relation to the policy / practice?</p>	<p>Family Aide Staff Individuals who currently receive Family Aide service Carers/representatives/advocates for service users Trade Union representatives for staff affected Council Members CSSIW inspectors (family aide is registered service)</p>

<p>4. Who performs the service?</p>	<p>Family aide staff employed by City Council</p>
<p>5. What outcomes are wanted from this policy / practice?</p>	<p>Adults - Family Aide Re-provision</p> <p>Reduction of unit cost from £28.73 to £14.53 with external provision. Using an average no of hrs per week of 330. Current hrs 791 in Adults 204 in Children's</p> <p>Reduction of 665 hrs = 18 FTE</p> <p>Close current council operated family aide service and re-provide with alternative third sector/not for profit provider</p> <p>Promote direct payments to fund individual packages for day support as alternative to family aide</p>
<p>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</p> <p>Please list the factors for each separate policy / process options under consideration</p>	<p>Key stakeholders campaign against the changes. Formal complaints</p> <p>Service users not able to form new relationship with new staff if service commissioned</p> <p>Lack of interest from alternative provider</p> <p>New provider unable to TUPE transfer staff</p> <p>Direct payment not suitable for some individuals</p> <p>Lack of available staff to supply direct payments market</p> <p>Resources for project management being in place and social work staff available for reviewing cases.</p>

<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>Meeting with staff affected by the proposal Public consultation meeting with service users, families/carers and other key stakeholders Response to letters of concern as part of consultation process Current data lists for recipients of the service and volume of service</p>
<p>8. Give a summary of the information the council has taken into account for this assessment</p>	<p>Care and support plans for individuals who receive family aide services Staffing detail for family aide service Demographic detail for the service users Current staff resource affected by this proposal Demographic detail for adults and children with learning disability</p>

<p>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion / belief • Welsh language • Gender reassignment • Marriage / civil partnership • Sexual orientation 	<p>Yes</p> <p>This development continues to establish a support model that promotes independent living for adults with a learning disability Respite support for parents/carers of adults and children with a learning disability The provision of care and support does not discriminate.. Ensuring a timely and appropriate response to service users and carers. Ensuring that service provision is well co-ordinated within and across agencies providing a seamless integration of services between professionals, settings and teams. Ensuring that services are appropriate, effective and developed and delivered in line with best evidence-based practice. Ensuring that services evolve based on, service user and carer feedback, service evaluations, the identification of future need, emerging best evidence-based practice</p>
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10 .Summary of the impact of the policy / practice on the general equality duty

If the proposal results in reduced services this will impact on opportunity for a disadvantaged group adults and children.
The changes will provide alternative solutions for existing service.
The proposal affects a lower paid staff group

Equality Action Plan		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age •		
Gender •		
Etc. etc.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken		
How will the policy / practice be: • Monitored • Performance assessed • Reported		

Does the EIA need be revisited in 6 months/ a year ?			

Signed (lead officer) _____

Signed (Head of Service) _____