

Fairness and Equalities Impact Assessments F&EIA (2014)

This form provides an assessment of a policy or proposed change to see whether it promotes fairness and equality, eliminates any unintended discrimination and has positive outcomes for the population of Newport. This Impact Assessment should be used to affect policy and service planning decisions.

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. We also consider promoting the Welsh language.

This assessment provides evidence that we have considered the General Equality Duty (below) in our decisions, to:

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

Service Area	Head of Service:	Person responsible for the assessment:	Date of Assessment
Adult Social Services	Chris Humphrey	Joanne Ascott	Version (if applicable)

1. What is the service/ policy being assessed?

Hospital Discharge Service

2. What is the purpose of the policy/ service change?

The introduction of the 'In Reach' as a standard working practice should improve inefficiencies within the current service which will allow a review of the social work requirements within the hospital discharge process.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users?	If we take this decision what is the potential impact? The impact may be either positive or negative. Explain in what way they may be affected and the evidence of this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who will be responsible?	Timeframe to review
Age	Adults 18+	The changes is anticipated to have a positive impact on the discharge process	The proposed 'In Reach' will look to promote, reduced delays, promotes early intervention and prevention and providing appropriate advice and assistance to enable individuals to make clear choices etc.		

Gender reassignment		N/A			
Disability	Adults 18+	As above	As above		
Marriage/Civil Partnership		N/A			
Pregnancy and Maternity		N/A			
Race		N/A			
Religion/belief (or the absence of)		N/A			
Sex		N/A			
Sexual Orientation		N/A			
Welsh language		N/A			

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity. Consultation and at this stage should be along broad themes, rather than specific proposals. It is appropriate to ask what services are valued, how services could be changed and / or what could be done differently within a specific range of services. This feedback should then inform your business case proposals and the F&EIA. However, you will also have to note here the specific groups you will need to consult with once proposals are formulated and the timescales for doing so.

The 'in Reach' project is in conjunction with key Health professionals and is a joint approach to reshaping discharge planning and pathways.

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

TBC

6. How will the relevant groups be advised of the changes and the F&EIA?

The introduction of the 'In Reach' project will be rolled out across key wards and staff will be actively involved in the roll out. Once all data is analysed a review of current resources will be undertaken to support a change in staff requirements.

7 How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty

- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse
- Homelessness
- Armed Forces Veterans

The practice will not reduce fairness in any of the above areas.

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

The service will not negatively impact deprivation and will seek to ensure individuals get the right help and support quicker through more streamline and efficient use of existing resources.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

It is important that the discharge planning of a patient is managed as effectively and quickly as possible to avoid unnecessary delays in discharge, increased dependence, increased risk of infection etc. The 'In Reach' programme actively promotes early intervention in decision making to support all professional in the discharge planning process and to ensure resources are targeted appropriately.

10. In summary, how does the changed service /policy promote equality?

The service will promote all parties have the appropriate access to the right professional at the appropriate time.

11. In summary, how does the changed service /policy eliminate discrimination?

The change to the service will not create discrimination.

Completed by/ Date: Joanne Ascott 9. 11.16

Signed off by/ Date: