

## Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

<b>Policy/practice title: Adult Services Restructure</b>
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<b>Who is responsible for developing and implementing the policy/practice?</b>	
Name: Lance Carver	Job Title: Head of Service
Directorate: Social Services	Division: Adult Social Services
Assessment Date: 24 March 2011	

### 1. Objectives

<b>What are the objectives of the policy/practice being developed or reviewed?</b>
<ul style="list-style-type: none"> <li>To modernise the Senior Management Structure in Adult Services</li> <li>To Facilitate greater Integrated working with Cardiff and Vale UHB</li> <li>To Ensure services are flexible and responsible to presenting need.</li> </ul>

### 2. Background data:

<b>Who is intended to benefit from this policy/practice?</b>	<b>Please ✓</b>
All residents of the Vale of Glamorgan	
Internal departments (please state):	
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: Adult Social Care service users across all disciplines. This will include Adults of all ages and gender.	✓
Other Please specify: The Patients of Cardiff and Vale University Health Borad.	✓
<b>What research or baseline information do you have about how your service is used by various groups of people?</b>	

1. Analysis of current and future service needs using demographic information based on the numbers of people in the Vale who currently use services and the anticipated demand for services in the future.
2. Significant work in each department concerning current services and how they could be improved through improved integration.

**3. Gender**

Will the policy/practice have a **negative impact** directly or indirectly on different genders?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Women		✓
Men		✓

Will the policy/practice have a **positive impact** directly or indirectly on different genders?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Women	✓	
Men	✓	

<b>Please give details of the negative impact?</b>
n/a
<b>Please give details of the positive impact?</b>
Improved Integration should ensure less unnecessary duplication of work. Integrated services should deliver effective interventions more quickly.
<b>What action(s) can you take to mitigate the negative impact?</b>
n/a
<b>What action(s) can you take to have a more positive impact?</b>
Equality and Diversity training provided to relevant employees, and as part of the induction programme for all staff
<b>What supporting evidence do you have?</b>

**4. Race**

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place).

Will the policy/practice have a **negative impact** on the following groups?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Black and minority ethnic population		✓
Economic migrants		✓
Asylum seekers and refugees		✓

Will the policy/practice have a **positive impact** on the following groups?

<b>Please ✓</b>	<b>Yes</b>	<b>No</b>
Black and minority ethnic population	✓	

Economic migrants	✓	
Asylum seekers and refugees	✓	

<b>Please give details of the negative impact?</b>
n/a
<b>Please give details of the positive impact?</b>
Integration of management with a larger authority should help ensure that they have access to support arrangements for hard to reach groups.
<b>What action(s) can you take to mitigate the negative impact?</b>
n/a
<b>What action(s) can you take to have a more positive impact?</b>
Provide Equalities, Human Rights, Deprivation of Liberty and Diversity training for relevant staff and partner agency staff.
<b>What supporting evidence do you have?</b>
Assessments in care plans, identifying individual needs

## 5. Disability

Will the policy/practice have a **negative impact** on people with disabilities?

<b>Disability: please ✓</b>	<b>Yes</b>	<b>No</b>
Visually impaired		✓
Hearing impairment		✓
Physically disabled		✓
Learning disability		✓
Mental health problem		✓
Other:		✓

Will the policy/practice have a **positive impact** on people with disabilities e.g. will services be more accessible?

<b>Disability: please ✓</b>	<b>Yes</b>	<b>No</b>
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:	✓	

<b>Please give details of the negative impact?</b> There may be a risk that service users are upset by the relocation of the services.
<b>Please give details of the positive impact?</b>

1. Services will be targeted at those most in need in the Vale, and prioritised to be able to meet existing and emerging needs. This will be done jointly with the UHB.
2. The requirements of those with presenting needs are understood and appropriately provided for by way of individual assessments and advocacy where appropriate.
<b>What action(s) can you take to mitigate the negative impact?</b>
n/a
<b>What action(s) can you take to have a more positive impact?</b>
1. Improvement of information for service users.
<b>What supporting evidence do you have?</b>

## 6. Welsh language

Will the policy/practice have a **negative impact** on the Welsh language?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
		✓

Will the policy/practice provide a **positive impact** on the Welsh language, in accordance with the Council's Welsh Language Scheme, e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms, etc.?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
		✓

<b>Please give details of the negative impact?</b>
n/a
<b>Please give details of the positive impact?</b>
n/a
<b>What action(s) can you take to mitigate the negative impact?</b>
n/a
<b>What action(s) can you take to have a more positive impact?</b>
n/a
<b>What supporting evidence do you have?</b>
Language needs will continue to be identified and addressed by individual assessments and availability of welsh speaking social workers where required by service users or their relatives.

## 7. Age

Will the policy/practice have a negative impact for younger/older people?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Under 25 years		✓
Over 50 years		✓

Will the policy/practice provide a positive impact for younger/older people?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Under 25 years	✓	
Over 50 years	✓	

<b>Please give details of the negative impact?</b>
n/a
<b>Please give details of the positive impact?</b>
The service will assist carers of all ages.
<b>What action(s) can you take to mitigate the negative impact?</b>
Integrated services should ensure an integrated response to need
<b>What action(s) can you take to have a more positive impact?</b>
The service is specific to users over 18 years of age
<b>What supporting evidence do you have?</b>

### 8. Religion and belief

Will the policy/practice provide a negative impact for people with different religions or beliefs?

<b>Religion/belief: please</b> ✓	<b>Yes</b>	<b>No</b>
		✓

Will the policy provide a positive impact for people with different religions or beliefs?

<b>Religion/belief: please</b> ✓	<b>Yes</b>	<b>No</b>
	✓	

<b>Please give details of the negative impact?</b>
n/a
<b>Please give details of the positive impact?</b>
Individual assessments of need and day service plans will identify religious needs.
<b>What action(s) can you take to mitigate the negative impact?</b>
n/a
<b>What action(s) can you take to have a more positive impact?</b>
n/a
<b>What supporting evidence do you have?</b>
Care plans and increasing choice will enable individuals to be supported to practice their faiths.

### 9. Sexual orientation

Will the policy provide a negative impact for gay men/lesbians/bisexuals

<b>Sexual orientation: please</b> ✓	<b>Yes</b>	<b>No</b>
Gay men/lesbians/bisexuals		✓

Will the policy provide a positive impact for gay men/lesbians/bisexuals?

<b>Sexual orientation: please</b> ✓	<b>Yes</b>	<b>No</b>
Gay men/lesbians/bisexuals		✓

<b>Please give details of the negative impact?</b>
n/a
<b>Please give details of the positive impact?</b>
n/a
<b>What action(s) can you take to mitigate the negative impact?</b>
n/a

<b>What action(s) can you take to have a more positive impact?</b>
Training for employees on LGBT issues
<b>What supporting evidence do you have?</b>
n/a

## 10. Consultation

What arrangements have been made to consult with:

- **men/women/parents/carers**
- **the black and minority ethnic community (including asylum seekers, refugees, economic migrants)**
- **people with disabilities / impairments (sensory, physical, learning, medical etc)**
- **the Welsh speaking community**
- **other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)**

<b>Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)</b>
Consultation activities have included a cabinet report outlining the budget saving. This change is about facilitating future development rather than any significant change for service users. Further consultation with the staff affected will be completed in line with HR procedures.
<b>Who was consulted?</b>
Affected staff
<b>How have the results of the consultation been implemented?</b>
Social services meets the following corporate objectives: <ul style="list-style-type: none"> <li>• “To make the Vale a safe, healthy and enjoyable place in which individuals, children and families can live their lives to the full”; and</li> <li>• “To manage the Council’s workforce, money and assets efficiently and effectively in order to maximise its ability to achieve its service aims”.</li> </ul>

## 11. Monitoring

<b>How will you monitor the impact of this policy on service users?</b>
<ol style="list-style-type: none"> <li>1. The Service plans and Team Business plans are reviewed annually to agree action plans for the following year</li> <li>2. The management arrangements will be subject to appraisal systems to ensure that post holders deliver in key areas.</li> </ol>
<b>What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?</b>

**Publication of policy**

**How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?**

The reports to Cabinet and Scrutiny Committee are published on the Council's website. The outcome will be communicated to all staff.
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