

**COUNTY COUNCIL FULL EQUALITY IMPACT ASSESSMENT FOR CHOICE AND CONTROL PROGRAMME- JULY 2010**

This Equality impact Assessment has been completed for the Transformation of Adult Social Care Services programme in Worcestershire called 'Choice and Control'. Equality impact Assessments on key services within the programme have been completed separately and these include;

- The Resource Allocation System
- Brokerage Service
- Promoting Independence Service
- Access Service

Current policies that are being developed and/or reviewed (at the time of this Equality Impact Assessment) in the implementation of Choice and Control include;

- Transitional Protection policy (Reviews)- Annie Dickson
- Review of the Net Cost policy- Sue Pidduck

Any future policies that are developed will be subject to Equality Impact Assessment by the officer responsible for the development of the policy, as Choice and Control is further implemented within the Adult Social Care Services.

This Equality Impact Assessment has been viewed and agreed by the Equality and Diversity section of Worcestershire County Council.

<b>Stage of EIA</b>	<b>Description of Step</b>	<b>High level (checklist)</b>	<b>Detailed information (checklist)</b>
	Is this a new or an existing policy?	This is a transformation programme for the delivery of Adult Social Care.	As the programme is implemented separate policies and procedures will be developed so this assessment has been completed

			as a high level over view of the programme. Policies associated with the programme will be subject, separately to an EIA
Stage 1	Defining policy objectives and how they will be achieved	<ol style="list-style-type: none"> <li>1. To deliver individualised social care support that meets the person's unique requirements</li> <li>2. To deliver resources transparently and equitably across all members of the community eligible for adult social care.</li> <li>3. To ensure that there is information available to all citizens about county council and non county council services</li> <li>4. To work in partnership for the development of universal services and social capital that underpins the personalisation agenda</li> <li>5. To maximise opportunities for independent living for service users</li> </ol>	<ol style="list-style-type: none"> <li>1. By the Self assessment and professional assessment process that results in a bespoke support plan</li> <li>2. By an outcome based resource allocation system and structural and system changes to meet the new approach</li> <li>3. By Carewise provider data base and the sign posting function of the Access Centre</li> <li>4. Partnerships are being developed with all key stakeholders</li> <li>5. By having a specific Promoting Independence service and a holistic and outcome focused pathway</li> </ol>
Stage 2	Information gathering/consultation Detail existing data/research/consultation sources you will use.	User/carer group, which formally links into other consultation groups ACS wider customer engagement activities Staff survey	Customer and Carer views Staff views Union and employment survey results External providers support and development

		<p>Dedicated union involvement Public and staff website, where requests for information and views are posted Provider services engagement via workshops and conferences Communication activities with internal directorates and external partners National research/surveys on personalisation Monitoring data from the learning phase (Doing it Your Way, Promoting Independence and Care Navigation) Existing customer data Personal stories</p>	<p>Implications for the delivery of services that work with but are external to ACS Information about need and capacity demands to inform service delivery and workforce requirements Commissioning intelligence Practical/real life examples of the programme in practice</p>
	<p>Do you consider these sources to be sufficient? Y/N</p>	<p>No - Wider community engagement activities on ASC priorities was discussed as part of the programme but withdrawn due to the financial climate and pressures for the council</p>	<p>----</p>
	<p>What further user engagement (if any) do you need to undertake?  The County Council's Consultation</p>	<p>Development of the User-Led Organisation with Voluntary sector providers and service users by holding stake holder events and wider communication with the</p>	<p>How will you communicate the consultation results;</p> <ul style="list-style-type: none"> <li>• To the public? <ul style="list-style-type: none"> <li>○ Choice &amp; Control Website</li> </ul> </li> </ul>

	<p>Strategy will assist you in identifying the appropriate methods to use for your consultation.</p> <p>*Person, group or organisation that has a direct or indirect stake in the policy because it can affect or be affected by the policy's actions or objectives.</p>	<p>public and partners. Customer engagement focus groups to be developed to identify future commissioning priorities</p>	<ul style="list-style-type: none"> <li>○ Existing service user and Voluntary Organisation networks</li> <li>● Within the organisation? <ul style="list-style-type: none"> <li>○ Choice and Control Website</li> <li>○ ACS Talk</li> <li>○ Our Space</li> <li>○ Members bullet in</li> <li>○ Plasma screens and notice boards</li> </ul> </li> <li>● To stake holders? <ul style="list-style-type: none"> <li>○ Community First and other Voluntary Organisation networks</li> <li>○ Strategic partnership forum</li> <li>○ Provider forums</li> </ul> </li> </ul>
<p>Stage 3</p>	<p>Assessing the equality impact of your policy from evidence gathered.</p> <p>Decision should be based on 4 factors:</p> <ul style="list-style-type: none"> <li>● Aims of the policy</li> <li>● Evidence collected</li> <li>● Results of both formal/informal consultation</li> </ul>	<p>From the information gathered, could the policy unlawfully discriminate or have a less favourable impact? There is no identified unlawful discrimination however access for some Mental Health service users is only currently available via MH partnership Trust pathways  This may delay their access to</p>	<p>If there is adverse impact could it be justified? No</p> <p>A wider cultural change in approach is needed within mental health services to ensure that the personalisation pathway is known and used.</p>

	<ul style="list-style-type: none"> <li>Pros and cons of alternative approaches to delivering policy objectives</li> </ul> <p>*See 'what should be done if adverse impact is identified?' to help with your decision.</p>	<p>adult social care support</p> <p>There is a need to improve communication generally to BME groups about social care provision that is not exclusive to this programme</p> <p>Currently the numbers of mental health service users who are in the programme are low but this is because this reflects the late implementation of the new pathway in this service area. BME demographic profile in relation to service user profile</p>	<p>Early training workshops are in place. Further discussion is required with and by senior strategic managers within the Trust to ensure that the cultural change that is required takes place</p> <p>Further customer engagement is required with the BME community</p>
		<p>Will the policy have any positive impacts for particular groups?</p> <p>For older people and people with physical disability there should be more equity.</p>	-
Stage 4	<p>Action Planning and Time Frames</p> <p>Please complete your EIA Action Plan template (Annex D)</p>	<p>What equality objectives and targets have you developed?</p> <p>See Action Plan</p>	<p>Have these objectives/ targets been incorporated into your monitoring and performance management system?</p> <p>Yes</p>

		<p>Have you attached a timescale to your targets? If yes, what?</p> <p>See Action Plan</p> <p>Have the equality objectives and targets been included in your service plan? Y within the Choice and Control programme</p>	<p>Via Manager/Service work plans</p> <p>How often will they be monitored and by whom? Strategic Leads – 6 monthly</p> <p>Who will sign this off? Head of Adult Social Care</p>
Stage 5	<p>Publication</p> <p>This is a legal requirement so you <b>MUST</b> send your EIA results for publishing.</p> <p>*This is for accessibility purposes for lengthy EIA's.</p>	<p>Have you sent a copy of this assessment to the Corporate Equality and Diversity Team for publication on the website? Y</p> <p>Have you logged your EIA onto the Listening to our communities - consultation and community engagement webpage? Y via the Equality and Diversity Team</p>	<p>Have you sent a copy of this assessment to your Directorate Equalities Lead? Yes, Angela Dale</p> <p>Has an executive summary been prepared*? Yes</p>
Stage 6	Monitoring and Review	<p>How will you monitor/evaluate the policy?</p> <p>The overall programme is monitored by senior managers on the Choice and Control Programme Boars</p>	<p>Who will be responsible for monitoring?</p> <p>Choice and Control Programme Board and the Directorate Equalities Lead Officer</p> <p>How will you use the monitoring</p>

		<p>Have you planned policy reviews? If so, how often?</p> <p>Individual policies related to the Choice and Control programme will identify the frequency and process of review</p>	<p>results?</p> <p>To identify service improvements to ensure equity of access and delivery to users of Adult Social Care</p>
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Signed (Completing Officers) Yvonne Reeve and Angela Buckley

Date: 14<sup>th</sup> July 2010

Signed (Lead Officer) .....service manager?.....

Date .....