

PROFORMA FOR A FULL EQUALITY IMPACT ASSESSMENT

APPENDIX THREE

Directorate:	Adult & Community Services	Function:	Community & Partnership Development
Assessment by:	Cath McWalter	Related Policies:	<ul style="list-style-type: none"> ➤ Older People's Commissioning Strategy ➤ Housing Strategies ➤ Other commissioning strategies ➤ National Service Frameworks ➤ National policies (e.g. White Paper)
Date:	13.10.2006	Related Procedures:	<ul style="list-style-type: none"> ➤ Commissioning, procurement and contracting ➤ ➤ ➤
Equality Impact Assessment Working Group	Names <ul style="list-style-type: none"> ➤ Sofia Jabeen ➤ Abigail Evans 	Role on Group <ul style="list-style-type: none"> ➤ Race Equality Officer and commissioning team member ➤ Commissioning Project officer and strategy 'editor' 	

Step and page in Toolkit	Description of Step	Checklist	Checklist
<p>1 Pg 7</p>	<p>Identify all aims of the function/policy</p> <p>Looks at housing options, related health care, social care, preventative services and support services to enable older people to live as independently as possible. Strategy recognises need for increased user control, choice and involvement.</p>	<p>What do you want to achieve?</p> <p>All older people valued as part of the community Ensuring wellbeing of all older people Working effectively together as partners Shared aims and objectives The best outcomes for all older people Driven by older people</p>	<p>How will you do that?</p> <p>Maintain effective partnership working – keep talking Regularly review and prioritise aims in the strategy Asking and involving older people – research What have partners done – e.g. VCS Constant user involvement – older people as members of the partnership</p>
<p>2 Pg 7 - 10</p>	<p>Consider the evidence</p> <p>Identify existing data/research sources you will need?</p>	<p>Existing Sources</p> <ul style="list-style-type: none"> ➤ What have existing strategic aims done, in terms of data gathering/research 	<p>What does the evidence show you?</p> <ul style="list-style-type: none"> ➤ Agenda is huge ➤ More accessible version ➤ Strategy welcomed – menu of

		<ul style="list-style-type: none"> ➤ Existing consultation results – re-visit ➤ Re-consult – now strategy together: pilot group ➤ Internal evidence: what complaints, where are the problems? ➤ Focus on consulting older people with disabilities, physical or Id (e.g. LD team – direct contact with people and OP teams) ➤ Consult on implementation – what do we need to know? 	<ul style="list-style-type: none"> ➤ choices for older people ➤ Evidence based action planning for next year – evidence from older people with needs – mh, Id, pd, BME
	What new data or research, if any, do you need?	<p>New Sources</p> <ul style="list-style-type: none"> ➤ As above – older people with needs.... ➤ Work with colleagues – e.g. social workers, benefits 	
<p>3 Pg10-12</p>	<p>Assessing the likely Impact</p>	<p>Could some groups be affected differently? If so state which ones</p> <ul style="list-style-type: none"> ➤ Yes: any older people who are unable to understand – for whatever reason – the content or aims of the strategy 	<p>List the barriers to and opportunities to promoting equality and diversity?</p> <ul style="list-style-type: none"> ➤ Language ➤ Access to fora ➤ Over representation of op fora? ➤ ‘Us’ as the Council seen as

		<ul style="list-style-type: none"> ➤ Any older people (e.g. travelling community) who may not know how to engage to express their views on priorities – we need to make sure we go to them 	<p>'owning' the strategy</p> <ul style="list-style-type: none"> ➤ Engagement – long, boring looking document ➤ Culturally insensitive? ➤ Physical barriers – where is the strategy/how is it accessed? ➤ Complexity of needs for some older people – difficulty in treating people as individuals
		<p>Negative impacts (if yes, state how) e.g.</p> <ul style="list-style-type: none"> ➤ Possibility for unlawful discrimination if some groups are unable to express views ➤ Some communities could get adverse impact if unable to engage: can't influence ➤ Some groups could be excluded from the outcomes of the strategy if not engaged ➤ Could damage relations if strategy becomes 'another strategy' ➤ Is the strategy discriminating against people who are not old? 	<p>Positive impacts (if no, could they be yes) e.g.</p> <ul style="list-style-type: none"> ➤ Does promote equality of access and opportunity by actively encouraging older people's citizenship rather than dependency on services ➤ The strategy addresses existing differential outcomes by recognising the widely different needs of older people – but could go further and needs to ensure the widest diversity of needs is addressed ➤ It challenges negative stereotypes by looking at older people as citizens rather

			<p>traditional stereotype, i.e. dependent on services</p> <ul style="list-style-type: none"> ➤ Emphasises choice
		<p>Could these be justified? If so, how?</p> <ul style="list-style-type: none"> ➤ No. ➤ Age discrimination: older people have specific needs which need to be addressed 	<p>What, if anything, could be done to improve positive impact or promote equality?</p> <ul style="list-style-type: none"> ➤ Ensure partners have a good approach to equality and diversity ➤ Prioritisation process: get evidence from communities ➤ Monitoring of aims ➤ Use further consultation
		<p>What are the reasons for adverse impact? Is it illegal? Is it unavoidable? State why?</p> <p>This is an Older People's Strategy – part of a stratified service, which by its nature concentrates on groups with vulnerabilities. The service is for everyone who will become an older person. The strategy has already focussed on gaining the views of</p>	

		<p>younger people, in order to gain their views on current and possible future services.</p>	
<p>4 Pg 12-14</p>	<p>Consider the alternatives</p>	<p>What would make it possible to reduce or eliminate adverse impact?</p> <ul style="list-style-type: none"> ➤ Considering how we engage with older people to ensure we are engaging everyone ➤ Re-write the strategy: plain English, more accessible version(s) ➤ More targeted consultation process ➤ Where are points of engagement? Go to where our audience are 	<p>What action do you intend to take?</p> <ul style="list-style-type: none"> ➤ For each strategic aim – looking as widely as possible at the first stage during implementation so that outcomes are tailored ➤ Direct consultation with older people with mh, Id, pd/si, BME communities, gender balance, age balance (need to identify, where relevant, where groups are and where we can go to consult them) ➤ Build on work already done – i.e. our and other consultations ➤ Develop a shorter, accessible version of the strategy which picks up key points – but nothing more!! ➤ Using evidence from direct consultation to feed into next stage of prioritisation of aims

<p>5 Pg 15-16</p>	<p>Consult Formally</p> <p>Identify existing consultation data that you need</p>	<p>Existing consultation sources:</p> <ul style="list-style-type: none"> ➤ OP Strategy original consultation ➤ You Said, We Will ➤ Other internal – consultation website 	<p>What does this show you?</p> <ul style="list-style-type: none"> ➤
	<p>What new consultation, if any do you need to undertake?</p> <p>More focussed, on implementation of strategy and EIA.</p>	<p>Original consultation on strategy</p> <p>Who</p> <ul style="list-style-type: none"> ➤ OP Forums, open meetings, focussed BME meeting <p>How</p> <ul style="list-style-type: none"> ➤ Meetings, survey <p>'New consultation'</p> <p>Direct: MH, LD, PD/SI, Homeless, Travelling, BME</p> <p><i>(MH – functional/organic, Romany gypsy, Irish travellers, travellers, Polish, Chinese, Bangladeshi, Pakistani, Indian, Irish, Italian, African Caribbean, African)</i></p> <p>Who doesn't want to be consulted?</p>	

<p>6 Pg 17-18</p>	<p>Decision and recommendation</p>	<p>What is your decision/recommendation?</p> <p>Will you be taking immediate action? Yes/No</p> <p>Have you developed equality objectives and targets? What are they?</p> <p>Have you attached a timescale to your targets?</p> <p>Have the equality objectives and targets been included in your service plan?</p> <p>Have these objectives and targets been incorporate into your monitoring and performance management system? Yes/No How often will they be monitored and by whom?</p> <p>➤</p>	<p>Who will sign this off?</p>
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<p>7 Pg 18-19</p>	<p>Make the monitoring arrangements</p>	<p>What monitoring arrangements are in place? ➤</p> <p>How will you publish results of monitoring? ➤</p>	<p>Who will monitor? ➤</p>
<p>8 Pg 20-21</p>	<p>Publish assessment results</p>	<p>How will you publish? ➤</p> <p>Has a summary report been prepared? Yes/No</p>	<p>Has a copy been given to your Directorate Equalities Lead? Yes/No</p>

Signed (Completing Officer).....

Dated.....

Signed (Lead Officer)

Dated.....