

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this desktop screening, please refer to the County Council's [EIA Guidance document](#) available on SID.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit:	Adult and Community Services Joint Commissioning Unit
1.2	Title or brief description of the policy being screened:	Early Termination of the GP Carer Engagement service from 31 st March 2012. This service has operated since 1 st June 2010 and was due to run until 31 st May 2013. Following agreement of extra health funding for the development of a more comprehensive countywide GP Carer Support Worker service it has been agreed with Clinical Commissioning Groups to replace the engagement service with the support worker service. The support worker service will encompass all key aspects of the engagement service but will offer added value and be rolled out across the county whereas the engagement service is targeted in only certain areas of the county.
1.3	Screening by:	Keith Hoare, Joint Commissioning Officer
1.4	Date of screening:	26/10/11

1.5	Related policies/functions:	<p><i>Are there related policies which may require an EIA of their own?</i></p> <p>No</p>
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	<p><i>Where does your policy fit in with strategic plans for your area?</i></p> <p>Worcestershire Carers Strategy 'Carers at the Heart of Worcestershire Families and Communities 2010-14'</p>
1.7	Is this a new or existing policy?	<p><i>Dependent if the policy is new or old may pave the route for the EIA process.</i></p> <p>This is a new, though anticipated, commissioning decision.</p>
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	<p><i>These groups could be affected in either a positive or a negative way.</i></p> <p>The decision affects informal carers and GP practice staff</p>
1.9	What are the planned outcomes for this policy?	<p><i>What do you hope this policy will do/deliver?</i></p> <p>To replace this service with a more comprehensive countywide GP Carer Support Worker service.</p>
1.10	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Keith Hoare, Joint Commissioning Officer
1.11	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	<p><i>Past consultations and their results may contribute to the assessment for the policy under consideration.</i></p> <p>In support of the decision to replace this service we have consulted with carers, GPs and staff currently delivering the GP engagement service.</p>
1.12	Is equality monitoring in place for this policy?	<p><i>If monitoring is in place, data could be used to inform the EIA process.</i></p> <p>Yes we have limited information from the current service provider on the</p>

		carers currently accessing the service.
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Part Two: The purpose of the following exercise is to assess the potential relevance of the policy in the lives of staff and/or residents who have one or more of the following "Protected Characteristics":
Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy/maternity, Race, Religion/Belief, Sex and Sexual Orientation.

The questions in this section ask you to consider factors you will need to take into account in making your decision. The answers you provide will help you determine whether you will need to carry out an Equality Impact Assessment.

		Yes	No	Details and comments
2.1	Could this policy have a significant impact on service delivery or other aspects of daily life for people who have any of the Protected Characteristics listed above?		☺	The decision to replace this service with a more comprehensive countywide GP Carer Support Worker service will ensure that more informal carers are identified and supported but the ultimate aims of the new service will be the same.
2.2	Does the policy involve a significant commitment, or reduction, of resources?		☺	The decision to replace this service will not save any resources as the new service will utilise all of the funding allocated to it at present.
2.3	Does the policy relate to an area where inequalities are already known to exist?		☺	The current and replacement services are equally focused on identifying and supporting all informal carers registered with GP practices, irrespective of their personal characteristics, although carers themselves are not recognised by the County Council as a group with protected characteristics for equality impact assessments. As the replacement service will comprise more staff we can anticipate that more carers will be identified and supported, including more with protected characteristics.

2.4 Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups (Existing policies only)?

Characteristic	Yes	No	Details, including what information you have based your answer on
Age		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Disability		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Gender reassignment		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Marriage/Civil Partnership		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Pregnancy/maternity		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Race		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Religion or belief		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
Sexual orientation		☺	The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.


Sex			The replacement of this service will ensure that more carers with the full range of protected characteristics are identified and supported.
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If the answer to question 2.3 is "yes" or "could be yes" then you **must complete an EIA**.

For existing policies, if the answer to question 2.4 is "yes" or "could be yes" then you **must complete an EIA**.

If the answer to questions 2.1 or 2.2 is "yes" or "could be yes" then you may need to complete an EIA. Please refer to Section 3 of the [EIA Guidance document](#) for further clarification on when an EIA should be completed.

2.5 Based on the factors above, is an Equality Impact Assessment required for this policy?

Yes	
No	

An EIA is not always needed. Where you have decided that an assessment is not required please clearly summarise the reasons for your decision, including any factors you have taken into account, in the box below. Please then ensure this screening form is signed-off by your line manager and sent to the Corporate Equality and Diversity Team for publication.

EIA not required: reasons and additional comments
This is a commissioning rather than a policy decision. The commissioning decision to terminate the GP Carer Engagement service and replaced it with a more comprehensive countywide GP Carer Support Worker service will not have any negative equality impacts for carers since the replacement service is simply an extension of the current service. In fact the impacts will be positive as more carers will be identified and supported.

Signed (completing Officer/Manager): Keith Hoare Date: 26/10/11

Signed (Line Manager): Elaine Carolan Date: 9/11/11