


COUNTY COUNCIL FULL EQUALITY IMPACT ASSESSMENT TEMPLATE

Ageing Well in Worcestershire Strategy 2011-16

Stage of EIA	Description of Step	Checklist	Checklist
	Is this a new or an existing policy?	This is a new strategy. It replaces the previous Older People's strategy with a remit to define the 'offer' of care and support people across Worcestershire can expect to receive to help them to meet their needs as they grow older.	 Ageing Well Full Strategy - Draft for C
Stage 1	Defining policy objectives and how they will be achieved	<p><i>Please summarise the planned outcomes for the policy:</i></p> <p>Our key aim is that all people will be supported to access the services they need to meet their health, care and support needs, whether privately or publicly funded.</p> <p>Our vision is that people will:</p> <ul style="list-style-type: none"> take personal responsibility for maintaining their own health and wellbeing 	<p><i>How will the outcomes be achieved?</i></p> <p>Based on this aim and vision, priority service areas and outcomes the strategy will inform a joint commissioning plan for the period 2011-16 where it is identified that the budgets of partner agencies can be pooled or aligned, or where delivery of services can be joined up, in order to deliver better outcomes for people.</p>

		<ul style="list-style-type: none"> • be supported by families, informal carers and local communities to meet their care and support needs • be supported by high quality outcome focused services to make informed choices and take control regarding how their health, care and support needs are met • be supported by high quality outcome focused services to maintain and retain their independence at home for as long as possible • be able to access personalised services that meet their cultural, religious and social needs • receive person centred long term care in a safe and dignified environment if required • enjoy better health, wellbeing and quality of life in later years <p>In order to achieve this vision and</p>	<p>In order to evidence that people have been able to achieve their personal outcomes against the national seven outcomes a set of local ageing well outcomes have been developed in conjunction with representatives of the county's older peoples forums.</p> <p>These represent what the seven outcomes look and feel like to people. They give an overview of what people want from services and as such will help us evaluate the overall impact of the strategy. (please refer to page 55/56 of the full strategy document for detailed breakdown of these local ageing well outcomes)</p> <p>Additionally, in order to deliver the agreed outcomes a number of strategic objectives have been set by the partners for this strategy. These specifically relate to achievement of the outcomes, but they are also informed by the priority areas for service development, national health and social care policy, local needs</p>
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		<p>our aims the following key service priorities have been identified:</p> <ul style="list-style-type: none"> • Assessment, information & advice. • Self care support – in particular for long term conditions • Low level support at home and in the community • Supported housing services – including extra care housing • Re-ablement support • Mental wellbeing and dementia care • Person centred long term care – in line with safeguarding and dignity principles. <p>This strategy also takes into account the seven national health and social care outcomes:</p> <ul style="list-style-type: none"> • Improved quality of life • Improved physical health and emotional wellbeing • Increased choice and control 	<p>analysis, consultation with over 50's representatives, and the review of previous strategy progress and current service delivery. (please see page 57 – 60 of the full strategy document for further information)</p>
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		<ul style="list-style-type: none"> • Making a positive contribution • Economic wellbeing • Freedom from discrimination and harassment • Maintain personal dignity and respect 	
<p>Stage 2</p>	<p>Information gathering/consultation Detail existing data/research/consultation sources you will use.</p>	<p><i>Existing Sources</i></p> <p>The following data was used to project levels of future need:</p> <ul style="list-style-type: none"> • Projected Population growth by age. • Number of people 65 plus by district • Estimated population by ethnicity & age, 2007 • Regional and national indicators – physical health and lifestyle • Estimated growth in long term conditions by age • Estimated growth in population with dementia • Projected increase in the number of people over 65 	<p><i>What do these sources show you?</i></p> <p>Appendix 2 (page 80 – 90 of the strategy) includes an analysis of the data sets used to inform this strategy.</p>

		<p>with learning disabilities</p> <ul style="list-style-type: none"> • Predicted growth of people age 65+ with moderate or severe visual impairment • Predicted growth in people age 65+ with moderate or severe hearing loss • Carers population by age and number of care hours provided (2001) • Tenure occupation for people aged 55+ • Estimated numbers 65+ living alone • Health, care and support need for people under 65. <p>See Appendix 2 (page 80 – 90 of the strategy) for full details of the data used to inform the strategy's objectives and priorities.</p> <p>Appendix 1 (page 78 – 79 of the strategy) lists all the strategy references used in the compilation and development of this strategy.</p> <p>A number of consultations have been undertaken in support of the strategy with key stakeholders and</p>	
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		<p>older people's representatives. The following groups have been consulted with:</p> <ul style="list-style-type: none"> • Older People's Forums • BME Forum • Older People's Voluntary Sector Services Network • Older People's Consultative Group • Chief Housing Officers Group • Cultural Services Partnership • Worcestershire Partnership Sub Groups 	
	<p>Do you consider these sources to be sufficient? Y/N</p>	<p><i>If data is insufficient, what will you do to gather the data you need?</i></p> <p>An exhaustive suite of data sources, research and linked strategy references have been used to help in the contribution of this strategy. No further sources are considered required.</p>	

	<p>What further user engagement (if any) do you need to undertake?</p> <p>The County Council's Consultation 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><i>Further consultation</i></p> <p>A full 3 month public consultation exercise is underway.</p> <p><i>Who will you consult?</i></p> <ul style="list-style-type: none"> ➤ Key Statutory Sector Stakeholders ➤ General Public ➤ Older People's Representative Groups ➤ Current service users ➤ Carers ➤ Voluntary sector organisations <p><i>How will you consult? (method)</i></p> <ul style="list-style-type: none"> ➤ Public meetings ➤ Publication of strategy on the consultation portal "have your say" ➤ Distribution of pre-paid questionnaires through public places, targeted businesses and stakeholder groups ➤ Publication of opportunities to partake in consultation through local media and internal communication 	<p><i>How will you communicate the consultation results;</i></p> <ul style="list-style-type: none"> • <i>To the public?</i> The results of the consultation will be compiled into a report which will be published on our Consultation Portal and be accessible through the Councils website. We are also planning to publish results using media coverage • <i>Within the organisation?</i> The results of the consultation will be compiled into a report which will be published on our Consultation Portal and be accessible through the Councils internal website and awareness raised through staff notice on SID. • <i>To stake holders?</i> The results of the consultation will be compiled into a report which will be published on our Consultation Portal and be accessible through the Councils
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		<p>channels</p> <ul style="list-style-type: none"> ➤ Close liaison with NHS colleagues to publicise consultation opportunities through their local channels ➤ A website link has been established on the Worcestershire County Council website to promote the strategy and provide link to on-line consultation questionnaire and supporting documentation. 	<p>website.</p>
<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"> • Aims of the policy • Evidence collected • Results of both formal/informal consultation • Pros and cons of alternative approaches to delivering policy objectives 	<p><i>From the information gathered, could the policy unlawfully discriminate or have a less favourable impact?</i></p> <p>We do not anticipate that this strategy will unlawfully discriminate or have negative impacts for groups in society</p> <p>Whilst every effort has been made to ensure this strategy will support all groups in society based on existing evidence of low take up of health care and support services we recognise that there may be</p>	<p><i>If there is adverse impact could it be justified? Y/N</i></p> <p>Do not anticipate that there will be any adverse impacts for groups as a result of this strategy</p> <p><i>If 'yes', what are your reasons and what evidence did you base this decision on?(for example: positive action to target particular parts of community)</i></p> <p>Not applicable</p> <p><i>If adverse impact cannot be</i></p>

	<p>*See 'what should be done if adverse impact is identified?' to help with your decision.</p>	<p>less favourable impacts for some groups if we do not take steps to address barriers for people from BME communities and those in isolated rural communities in accessing services, particularly information advice and guidance.</p> <p><i>If discrimination is unlawful, what will you do?</i></p> <p>We do not anticipate there will be any unlawful discrimination.</p> <p><i>If adverse impact is found to exist, Please describe what this impact is:</i></p> <p>None identified at this stage</p> <p><i>What groups could potentially be disadvantaged?</i></p> <ul style="list-style-type: none"> • BME • Isolated older people in rural locations • Hard to reach groups unaware of how to access support needs. 	<p><i>justified, what will you do to rectify the position? (for example - what alternative ways could you achieve the aims of your policy?)</i></p> <p>In order to address the potentially less favourable impacts of this strategy on the groups identified we will develop and implement an action plan that deals with the barriers to accessing services</p> <p>For example the development of an Information and advice strategy will have a bearing on ensuring people understand how they access services and receive advice to help them maintain their own health and wellbeing for longer.</p>
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		<p><i>Will the policy have any positive impacts for particular groups?</i></p> <p>Yes – the majority of people over 50 years of age in the county who currently have limited access to or awareness of assessment, information, guidance, advice and related support services that might address their health, care and support needs will be positively impacted through this strategy given its focus on the needs of the whole community.</p> <p>Therefore we also anticipate that the strategy will result in greater equality of opportunity give its focus on supporting the needs of the whole community.</p> <p>At the same time priority health and social care needs will</p>	

		<p>continue to be met as now through the delivery of acute and community based health services and long term social care services. This means that the priorities for service development identified in this strategy will not have an adverse impact on the delivery of core services for people with the highest needs. That is, we do not anticipate the withdrawal of any core services not prioritised in this strategy.</p>	
<p>Stage 4</p>	<p>Action Planning and Time Frames</p> <p>Please complete your EIA Action Plan template (Annex E)</p>	<p><i>What equality objectives and targets have you developed?</i></p> <p>Please refer to the following sections of the strategy for information relating to objectives and targets developed for this strategy:</p> <ul style="list-style-type: none"> • Section 8.2 – Strategic Objectives (page 57 – 60) • Section 8.3 – Priority actions (page 61-74) • Section 9 – Delivery and Implementation (page 75-76) 	<p><i>Have these objectives/ targets been incorporated into your monitoring and performance management system? Y/N</i></p> <p>Yes – A performance indicator dashboard has been developed which includes a few indicators relating to BME access to health and social cares services have been included to help evaluate impact of strategy.</p> <p><i>How often will they be monitored and by whom?</i></p>

		<p><i>Have you attached a timescale to your targets? If yes, what?</i></p> <p>Please refer to the following sections of the strategy for information relating to timescales and targets for this strategy:</p> <ul style="list-style-type: none"> • Section 8.2 – Strategic Objectives (page 57 – 60) • Section 8.3 – Priority actions (page 61-74) • Section 9 – Delivery and Implementation (page 75-76) <p>Please see also annex E for action plan to address issues identified</p> <p><i>Have the equality objectives and targets been included in your service plan? Y/N</i></p> <p>Yes</p>	<p>Please refer to the following sections of the strategy for information relating to timescales and targets for this strategy:</p> <ul style="list-style-type: none"> • Section 8.2 – Strategic Objectives (page 57 – 60) • Section 8.3 – Priority actions (page 61-74) • Section 9 – Delivery and Implementation (page 75-76) <p><i>Who will sign this off?</i></p> <p>Please refer to the following sections of the strategy for information relating sign off for this strategy:</p> <ul style="list-style-type: none"> • Section 8.2 – Strategic Objectives (page 57 – 60) • Section 8.3 – Priority actions (page 61-74) • Section 9 – Delivery and Implementation (page 75-76)
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<p>Stage 5</p>	<p>Publication</p> <p>This is a legal requirement so you MUST send your EIA results for publishing.</p> <p>*This is for accessibility purposes for lengthy EIA's.</p>	<p><i>Have you sent a copy of this assessment to the Corporate Equality and Diversity Team for publication on the website?</i></p> <p>Engagement has been made with the Corporate Equalities Manager and once signed off this EIA assessment will be published on the appropriate websites.</p> <p><i>Have you logged your EIA onto the Listening to our communities - consultation and community engagement webpage?</i> Yes this document and the consultation schedule planned has been widely publicised on our consultation and community engagement websites.</p>	<p><i>Have you sent a copy of this assessment to your Directorate Equalities Lead? Y/N</i></p> <p>In progress</p> <p><i>Has an executive summary been prepared*?</i></p> <p>Yes</p>
<p>Stage 6</p>	<p>Monitoring and Review</p>	<p><i>How will you monitor/evaluate the policy?</i></p> <p>Page 52 - 54 of the document details concisely how this strategy will be evaluated and the framework to be undertaken</p> <p><i>Have you planned policy reviews?</i></p>	<p><i>Who will be responsible for monitoring?</i></p> <p>Page 52 – 54 of the document indicated responsibilities for monitoring of the strategy.</p> <p><i>How will you use the monitoring results?</i></p>

		<p><i>If so, how often?</i></p> <p>Proposals are for a annual, 3 year and 5 year reviews. Further details regarding the review scheduling is included in Page 52 – 54 of the document.</p>	<p>Page 52 – 54 of the document indicates how the information gathered through monitoring will be used.</p>
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Signed (Completing Officer)

J. C. McEvie

Date 01.09.2011

Signed (Lead Officer)

Keith Hoare

Date 12/10/2011