

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:	ACS Joint Commissioning Unit
1.2	Title or brief description of the policy being screened:	New service being commissioned to support older people with depression and poor mental health.
1.3	Screening by:	Kay Parry
1.4	Date of screening:	5 th August 2011
1.5	Related policies/functions:	Linked to Ageing Well strategy – EIA already exists.
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Early intervention and prevention.
1.7	Is this a new or existing policy?	New service.
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	This is a service focused on supporting older adults who may/may not be service users with a specific need around mental health way.
1.9	What are the planned outcomes for this policy?	An increased amount of older adults who report on a satisfactory level of

		<p>mental health.</p> <p>A decrease in numbers of older adults entering crisis situations and needing intensive support from statutory services.</p>
1.10	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	This is a service commissioned by the Joint Commissioning Unit and will be provided by external organisations. Monitoring of service delivery will be led by the Joint Commissioning Unit.
1.11	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	Demand for this type of service has been established via the Worcestershire Joint Strategic Needs Assessment and current referrals into the Improving access to Psychological therapies programme.
1.12	Is equality monitoring in place for this policy?	This is a commissioned service and will require equality monitoring as standard.

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?	Y		This will be a positive impact on the lives of people in all groups of protected characteristics as the service is not currently available and there is a gap in pathways supporting lower levels of mental health problems. In particular this will result in a positive impact on people in the 65+ age bracket.
2.2	Does the policy involve a significant commitment, or reduction, of resources?	Y		Commitment of budget will likely to be around £140,000 pa for 2 years.
2.3	Does the policy relate to an area where inequalities are already known to exist?	Y		There is no service specifically for older people with low level mental health problems and this service is to ensure

				this group of people receive similar support to younger adults.
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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		N	This is a new service.
Disability		N	
Gender reassignment		N	
Marriage/Civil Partnership		N	
Pregnancy/maternity		N	
Race		N	
Religion or belief		N	
Sexual orientation		N	

Sex			
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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	X

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
<p>This is a new service to support older people with poor/low mental health to ensure that these people have access to similar support available to younger adults.</p> <p>The specification includes detailed references about equality and diversity and the contracts will be drawn up to ensure that Providers address any equality issues, for example devising a plan to specifically promote the service with older people with different cultural needs or who live in geographically isolated areas.</p> <p>The standard monitoring for the service will require Providers to report on diversity statistics.</p> <p>One of the service outcomes includes the requirement for Providers to demonstrate how they successfully will meet the needs of older people with different cultural needs.</p>

Signed (completing Officer/Manager): Kay Parry

Date: 5th August 2011

Signed (Line Manager):

Date: