

**STIRLING COUNCIL: EQUALITY IMPACT ASSESSMENT FORM
SUMMARY DETAILS**



1. Title of policy, strategy, service, function or proposal:

SERVICE

SOC010 – Roll out of Reablement for Under 65s	Social Services
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2. Lead Officer (Head of Service / Service Manager) responsible for undertaking assessment and Contact Officer details:

Lead Officer : Title and Name	Contact Officer : Title and Name
Linda Melville – Service Manager	Linda Melville – Service Manager

3. Which other Council Services or partner agencies are / will be involved in the delivery of this policy, strategy, service, function or proposal?

Clackmannanshire Council / NHS Forth Valley

4. Have they been involved in the Equality Impact Assessment process and if so how?

Engagement through formal channels

5. What is the nature of the change being proposed? *(Tick all that apply)*

Review of existing policy/strategy		Introduction of a new policy/strategy		Removal of existing service		Increased budget	
Review of existing service/function	✓	Introduction of new service/function	✓	Decreased budget	✓	Other (please specify) e.g. technical, progress, or procedural report	

6. For changes with implications for budgets, please also complete the following information:

Current expenditure on this service/ function (£'000s)	In Council area	£2,207,000
	In/for specific community/ies (where known)	
Total Anticipated Savings/ proposed increased spend (£'000s)	In/for Council area	£442,000
	In specific community/ies (where known)	
Timescale for implementation	Start date for savings/increased spend	01/04/2014
	End Date for savings/increased spend	31/03/2019

	Phasing e.g. Year 1- £'000's,Year 2 - £'000's	Year 1 - £45,000 saving expected Year 2 - £128,000 saving expected Year 3 - £209,000 saving expected Year 4 - £292,000 saving expected Year 5 - £442,000 saving expected.
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OUTCOMES , AIMS AND OBJECTIVES

7. What outcomes are the policy, strategy, service, function, revised policy or proposal expected to achieve? Consider the Single Outcome Agreement, Serving Stirling (and Equality Outcomes from post May 2013).

Outcome	Source
Examining and delivering on more opportunities for improved models of service delivery.	Stirling Council Key Priorities K
Our Financial Strategy will reflect the current economic challenges by saving £24M (now revised to £29M over five years) whilst ensuring the delivery of quality services	Stirling Council Key Priorities R
Improved opportunities for learning, training and work	Single Outcome Agreement – Outcome 6

8. What are the main aims of the policy, strategy, service, function or proposal?

The reablement service supports clients over 65 and enables them to be more independent being able to stay at home with low/no support for longer. The proposal is to extend this service across all care groups on a phased basis. This may include other staff from outwith the reablement service. This service will be developed on a joint basis with NHS Forth Valley. The service will be extended to clients with a Physical Disability during 2014/15 while scoping and developing proposals for people with a Learning Disability and Mental Health clients in future years.

9. What are the main changes proposed to this?

More flexible service, cost efficient provision of service, with all users being given the opportunity to maximise their potential, reduce their dependency on formal services, offer more choice to meet client outcomes. Aligns the organisation with outcomes of national strategies aimed at supporting individuals to live full, healthy and independent lives. This approach will also support the organisation to meet the demands of a growing population of individuals with physical and learning disabilities.

10. Who are the intended beneficiaries of the change/s proposed? (Geographical communities / particular service users / “protected characteristic groups” - quantify numbers affected by the policy/ proposal and the changes proposed if possible).

People with a disability under the age of 65 who will use this service.

MEETING THE GENERAL DUTY - GATHERING EVIDENCE AND ASSESSING IMPACT

GATHERING EVIDENCE

11. What evidence have you used to identify any potential positive or negative impacts of this proposal on meeting the needs of the General Equality Duty (Q12), people within protected characteristic groups (Q13), and communities or individuals vulnerable to poverty (Q14)? Please amend/add to the examples of evidence sources listed as required.

Evidence Source	Details
Research (national/local)	Information gathered by the over 65 population “Going Home” Service users telling us that they would like to stay at home within their own communities. Kaizen Event “Impower” Consultations and final report that was commissioned.
Service delivery data/information including who receives the service	Experienced Journeys’ Financial Data
Consultation/engagement	On-Going with both the over 65 and under 65 populations who use this service. On-going discussions with NHS Forth Valley, to ensure duplication is not in place.
User feedback e.g. on the quality of service received	As the new service starts to evolve and go forward, we will gather information listen to staff feedback and recommendations.

ASSESSING IMPACT

12. What has the evidence obtained told you about the potential impact of this proposal on the key needs of the General Equality Duty listed below?

- **Eliminating unlawful treatment** (discrimination, harassment and victimisation and other conduct prohibited under the Equality Act 2010)
- **Advancing equality of opportunity** (between people who share a relevant protected characteristic and those who do not)
- **Fostering good relations** - including the need to tackle prejudice and promote understanding (between people who share a relevant protected characteristic and those who do not)

Please select the appropriate impact for each of the key needs listed:

General Equality Duty “needs”	Positive(+) impact	Neutral(0) impact	Negative(-) impact	Summary of reasons for response
Eliminating unlawful treatment		0		Equality Strategy Maintained
Advancing equality of opportunity	+			Positive Learning – more options.
Fostering good relations	+			Listening to the needs of the people who have gone through the process – the over 65s.

13. What has the evidence obtained told you about the potential impact of this proposal on people in protected characteristic groups? Will this policy, strategy, service, function or proposal have a positive (+), neutral (0), or negative (-), impact on those belonging to a Protected Characteristic Group? The impact of this proposal should be considered in terms of its potential for eliminating unlawful treatment, advancing equality of opportunity and fostering good relations **already considered in more general terms in question 12 above. Please insert + / 0 /- .**

Definitions of the protected characteristic groups are provided at the end of this document.

Protected Characteristic Group	Eliminating unlawful treatment (+/0/-)	Advancing equality of opportunity (+/0/-)	Fostering good Relations (+/0/-)	Comment
Age	0	+	0	Improved service for people under the age of 65.
Disability	0	+	0	Improved service for service users who use this part of the service.
Gender Reassignment	0	0	0	Equality Strategy Maintained
Marriage and Civil Partnership	0	0	0	Equality Strategy Maintained
Pregnancy and Maternity	0	0	0	Equality Strategy Maintained
Race	0	0	0	Equality Strategy Maintained
Religion and Belief	0	0	0	Equality Strategy Maintained
Sex	0	0	0	Equality Strategy Maintained
Sexual Orientation	0	0	0	Equality Strategy Maintained

IMPACT ON COMMUNITIES, GROUPS OR INDIVIDUALS VULNERABLE TO POVERTY

14. Will this policy, strategy, service, function or proposal have a positive (+) or negative (-) impact on any other geographical communities, groups or individuals - particularly those with a higher risk of experiencing poverty. **Please insert + / 0 / - , detail the impact and describe the groups affected.**

Refer to the notes at the end of the document for communities and groups of people who have a higher risk of experiencing poverty and see the link below for guidance on making poverty sensitive budget and service planning decisions.

<http://www.stirling.gov.uk/documents/temporary-uploads/assets-and-support/stirling-tackling-poverty-framework.pdf>

Those affected	Positive(+) impact	Neutral(0) impact	Negative(-) impact	Comment
Geographical Community /ies (Please specify)		0		Equality Strategy Maintained
Individuals or household groups (Please specify)		0		Equality Strategy Maintained

OVERALL IMPACT

15. Based on the response to questions 12, 13 and 14 please summarise the overall impact/s of this proposal – positive, neutral or negative; highlighting any particular groups affected.

Slightly positive impact on the users of this service

MITIGATING POTENTIAL NEGATIVE IMPACT

16. If you have identified any potential negative impacts use the matrix below to help identify the level of this, the number of people potentially affected and confirm this in the box provided below.

<u>Number of People Affected</u>	<u>HIGH</u>	<p>Your function or policy is likely to be discriminatory.</p> <p>Refer to the EqIA Toolkit on how to modify your function or policy. (Page 11)</p>	<p>Your function or policy is likely to be directly discriminatory.</p> <p>You must reject or substantially modify your function or policy.</p>
	<u>LOW</u>	<p>Consider ways in which you can minimise or remove any low level negative impact that affects a small number of people.</p>	<p>Your function or policy is likely to be discriminatory.</p> <p>Refer to the EqIA Toolkit on how to modify your function or policy. (Page 11)</p>
		<u>LOW</u>	<u>HIGH</u>
<u>LEVEL OF NEGATIVE IMPACT</u>			

Level of impact	Number of people potentially affected
LOW	Stirling Council Service Users – High Usage

17. Do you consider the policy / service function / proposal is a) directly or b) potentially discriminatory in its current form?

- a) No
- b) No

If answering yes to question 17a) the policy **must** be rejected or substantially modified - See Section 16 of this form and Page 11 of the EqIA Toolkit

If answering yes to question 17b) consideration should be given to modifying the policy – See Section 16 of this form and Page 11 of the EqIA Toolkit

The resulting modified policy requires to be re – assessed to identify any potential positive or negative impacts as per questions 12, 13 and 14.

18. Describe in detail the actions taken to remove any identified negative impact

No Negative impact identified.

19. For the **final** policy being proposed, where negative impacts cannot be removed or minimised, clearly state your justifications for continuing the policy or function in its existing format.

N/A

MONITORING AND REVIEW

20. a) How will the implementation of this function or policy be monitored, how frequently and by whom ?
b) How will the results of the monitoring be used to develop the function or policy?
c) What is the timescale for reviewing the policy?

- a) This will be monitored by the Social Services Management Team on an ongoing basis.
- b) The results will be used to inform any further changes / adapt to the function or service area.
- c) To be determined following implementation, but this will be continually reviewed to ensure that our service users get the level of care needed,

21. Please summarise the results of the EqIA. In doing so it should be noted that the Council is committed to fulfilling its statutory duty to publish the results of any assessment where the policy change/ proposal is to be implemented. This statement requires to be authorised and signed by the Lead Officer responsible for the assessment.

This policy is considered to have a slightly positive impact in terms of equality, more of a positive impact on service users.

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Authorisation by Lead Officer (Head of Service / Service Manager)

Name / Title

JANE MENZIES – Assistant Head of Social Services

Signature



Date

22/January/2014