



Appendix 2 - Equality Impact Assessment - Standard Assessment Template

Section A: Assessment

<p>Policy Consultation with service users, carers, staff and interested parties in respect of possible de-commissioning of Whitleigh Respite Care Home</p>	<p>Officer conducting this assessment with Contact Details Debbie Butcher – Commissioning Manager, Adult Social Care</p>	<p>Date 4th September 2009</p>
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1. The Policy

<p>Is this a new or existing policy?</p>	<p>Existing: This EIA is being conducted in relation to the above mentioned consultation and is not a policy.</p>
<p>What is the purpose of the policy?</p>	<p>In response to the Cabinet Report – Residential Care: Update on Modernisation considered 14th July 2009 – a consultation exercise has been commissioned to obtain the views of service users, carers, staff and other interested parties in respect of the possible de-commissioning of Whitleigh Care Home.</p>
<p>How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan</p>	<p>CIP 2 Informing and involving residents: this consultation exercise seeks the views of service users, carers, staff and other interested parties Whitleigh Care Home. Their views and comments will be taken into consideration as part of the decision making process for the future of the Home. CIP 3 Helping people to live independently: modernised services that promote individual choice and control, minimise risk and</p>

	<p>enhance people's quality of life by supporting them to live independently.</p> <p>CIP 14 Providing better value for money: usage of Whitleigh Care Home has gradually declined and its facilities have become outdated. Within the budget for 2009/10, savings have been identified to be achieved by alternative commissioning of respite services to approximately £350k per year.</p>
Who will benefit from the policy?	Users and their carers of Whitleigh Care Home will benefit from a wider choice of alternatives in their care which could range from residential independent sector provision to direct payments. This would give them a greater level of control over how they are supported.
What outcomes are wanted from this policy?	Improved quality of life and independence for vulnerable adults and their carers, provision of modernised services for users/carers, effective use of resources and meaningful dialogue with this community group.
Are there any factors that might prevent outcomes being achieved?	Willingness of some service users and carers to embrace the modernisation agenda.

2. Data Collection

What qualitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?	<ul style="list-style-type: none"> • Putting People First • Our Health, Our Care, Our Say • National Frameworks such as Healthy Plymouth and Joint Strategic Needs Assessment • National Carers Strategy • Statement of Community Involvement/Plymouth Compact
What quantitative data do you have on the different groups ¹ (e.g. findings from discussion groups, information from comparator authorities)?	<ul style="list-style-type: none"> • Self Assessment Survey 2008 • RAP Return 2008 • PSSEX1 Return 2008 • Reducing occupancy number at Whitleigh since initial

¹ Age, (young/old) disability, Gender (Male, Female), Race, Faith and Belief, Sexual Orientation (Lesbian, Gay, Bi-sexual, Trans

	Cabinet Report in 2005
Please indicate the source of the data gathered? (e.g. Service/Department/Team)	Performance & Business Support Team
What gaps in data have you identified? (Have to put actions to address this in your action plan?)	None identified

3. Impact

Please complete the following tables using ticks.

Consider the information gathered in section 2 of this assessment form, comparing monitoring information with census data as appropriate² and considering any earlier research or consultation. You should also look at the guidance in appendix 1³

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
Age	X			The modernisation agenda is committed to improving and positively enhancing the health and well being of those people who are aged 50+ currently receiving respite and long term services via Local Authority Residential/Respite Units and their carers, regardless of age, disability, faith, gender, race or sexual orientation.
Disability	X			
Faith	X			
Gender	X			
Race	X			
Sexual Orientation	X			

3.1 Do you think that the policy impacts on people because of their age? ⁴

² www.ons.gov.uk (Office National Statistics website)

³ See SIU equalities legislation paper for additional guidance (inclusion@plymouth.gov.uk)

⁴ For demographic data see www.plymouth-informed.gov.uk or www.ons.gov.uk

Age ⁵	Positive	Negative	None	Reasons for your decision
Young (Children and young people, up to 18)	x			Our target group are vulnerable people and carers aged 18+, nevertheless the modernisation could also positively impact of young members of their families.
Older (Working age, and above)	x			Whitleigh Care Home provides services for adults aged 18+. Their views are sought along with their carers and staff working at the home as part of the consultation exercise.

3.2 Do you think that the policy impacts on people with a disability? ⁶

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment	x			The modernisation is committed to positively enhance people's quality of life and independence irrespective of any visual / hearing impairment, or physical disability. Whitleigh Care Home provides services for adults who may have a visual or hearing impairment, or may be physically disabled. Their views along with their carers will be sought as part of the consultation exercise. If they have special requirements to enable them to participate in the consultation such as Braille documents, audio tapes , mobility aids or representation, this will be provided as appropriate and when requested.
Hearing impairment	x			
Physically disabled	x			
Learning disability			x	Whitleigh Care Home does not provide services to clients with Learning Disabilities or Mental Health related illnesses.
Mental health			x	
Other (HIV positive, multiple sclerosis,	x			Whitleigh Care Home does not provide long term care terminally ill clients. They do however, provide respite and short term care for clients and carers

⁵ Individual services should look at how the above age criteria best relates to them, and make clear reference to it in deciding on any impact

⁶ Disability is defined as an impairment, which has a substantial, long-term adverse effect on a person's ability to carry out normal day-to-day activities.

cancer, diabetes, epilepsy)				irrespective of any long term chronic illnesses.
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3.3 Do you think that the policy impacts on people because of their faith/belief? ⁷

	Positive	Negative	None	Reasons for your decision
Faith and Belief	x			Services are designed to meet the needs of those with a faith background and therefore during the course of the consultation, any issues relating to this area will be addressed (including requests for Translate Plymouth).

3.4 Do you think that the policy affects men and women in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male	x			The modernisation agenda aims to improve the quality of life for the individual around assessed needs irrespective of their gender. Whitleigh Care Home provides services for both male and female clients and carers. Their views will be sought irrespective of gender as part of this consultation exercise.
Female	x			

3.5 Do you think that the policy impacts on people on the grounds of their race? ⁸

⁷ Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering impacts

⁸ Under the Race Relations Act, it is unlawful to discriminate against anyone on grounds of race, colour, nationality (including citizenship or ethnic or national origin). Includes Gypsy and Traveller Communities.

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	x			The modernisation agenda and this consultation exercise will be expected to operate within the requirements of the Race Relations Amendment Act 2000. Any specific requirements such as translators or translated documents will be provided as appropriate and when requested. Use of services such as Translate Plymouth will be considered in these situations.
Promoting good race relations	x			As above
Eliminating unlawful discrimination	x			As above

3.6 Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reasons for your decision
Gay Men	x			Whilst no specific focus has been made in response to peoples sexual orientation, all services including this consultation exercise are expected to promote equality of opportunity and operate within the requirements of the Equality Act of Sexual Orientation Regulation 2007.
Lesbians	x			
Bi-sexual	x			
Trans communities (i.e. Trans-gender, trans-sexual and transvestite and gender reassignment) ⁹	x			

⁹ Transgender/transsexual person: a person whose perception of their own gender (gender identity) differs from the sex they were assigned at birth.

A Transvestite will dress as a member of the opposite sex but doesn't have feelings of belonging to the opposite sex or alienation from their own bodies. Source: www.herts.ac.uk/services/counselling/understanding_gender_dysphoria.pdf

Gender reassignment: the process of transitioning from the gender assigned at birth to the gender the person identifies with. This may involve medical and surgical procedures.

4. Summary

Which equality groups have positive or negative impacts been identified for (i.e. differential impact). ¹⁰	NONE: Learning Disability and Mental Health (see 3.2) All other areas are identified as POSITIVE.
Is the policy directly or indirectly discriminatory under the equalities legislation? ¹¹	The consultation exercise is neither directly or indirectly discriminatory under Equalities legislation.
If the policy is indirectly discriminatory can it be justified under the relevant legislation? ¹²	N/A

¹⁰ Differential Impact suggests that a particular group has been affected differently by a policy, in either a positive, or negative way.

¹¹ Direct discrimination is treating people less favourable than others, e.g. on the grounds of age, disability, gender, race, religion and belief, sexual orientation. Indirect discrimination is applying a provision, criterion or practice that disadvantages people, e.g. on the grounds of age, disability, gender, race, religion and belief, sexual orientation and that can't be justified as a proportionate means of achieving a legitimate aim.
(If needed please seek advice from Legal Services and/or your manager)



Appendix 3

Plymouth City Council Delegated Decision - Equalities Impact Assessment Template

Policy	Date
Data used in conducting this assessment	Officer conducting this assessment with contact details

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
Age				
Disability				
Faith				
Gender				
Race				
Sexual Orientation				

The guidance on undertaking a standard EIA (see appendix 1) is also applicable to a basic assessment.
This EIA template is suitable for small-scale assessments of delegated decisions

Section B: Action

5. Please complete your action plan below. Issues you are likely to need to address include

- What **consultation** needs to take place with equality groups (bearing in mind any relevant consultation already done and planned corporate consultation exercises)
- What **monitoring/evaluation** will be required to further assess the impact of any changes on equality target groups

Equalities Impact Assessment Implementation Action Plan

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments
No issues	Debbie Butcher	EIA to be reviewed	End of October 2009		

6. Report and publication

Please record details of the report or file note which records the outcome of the EIA together with any actions / recommendations being pursued (date, type of report etc)	Review to be undertaken as above.
Please record details of where and when EIA results will be published	Adult Social Care pages of Plymouth City Council website.

Name of Officer completing Debbie Butcher

Signed _____

Date: _____

Name of Senior Manager Authorising Assessment and Action Plan for publication _____

Signed: _____

Date: _____