

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	C/12/35	
Lead Officer	Name	Sue Dolley
	Position	Adult Placement Service Manager
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SECTION 1 – Context & Background

1.1 What is the title of the policy / practice?

Adult Placement Service – proposal to redesign carers respite service

1.2 What is the current status of the policy / practice?

Existing

Changed ✓

New

1.3 What are the principal aims and intended outcomes of the policy / practice?

To provide an alternative to long term
The proposal aims to diversify the service to provide improved long term care for vulnerable adults.

1.4 Who has primary responsibility for delivering the policy / practice?

Adult Placement Service Manager

1.5 Who are the main stakeholders?

HBC, Complex Needs

1.6 Who is the policy / practice intended to affect?

Residents

Staff

Specific Group(s) ✓

(add details below)

Vulnerable adults as above.

1.7 Are there any other related policies / practices?

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SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (✓) No ()

State reasons below

(Relevance to service users/staff)

Provides a service to more than one of the protected groups.

Adult placement carers are expected to provide placements with care and support in accordance with Halton BC's Equal Opportunities Policies and to be sensitive to the gender, age, disability, ethnicity, faith and belief of all service users and their relatives and representatives.

Service users' faith/belief and/or cultural needs will be recorded in the care plans and service user plan and communicated to the Adult Placement Carers during the matching process. Placement workers will support Adult Placement Carers in meeting these needs where relevant.

The Adult Placement Service would welcome applications for Adult Placement Carers from any or all of the protected groups.

2.2 Has data and information has been used in determining the impact of the policy / procedure under review?

Equality Group(s)	ALD, older people with dementia and physical disabilities, all vulnerable adults over 18
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Baseline data and information

Statistics and numbers and needs of service users, referral services

(SMT Report Card 8 July 8.4 'A Safer Halton' refers)

EQUALITY IMPACT ASSESSMENT – STAGE 1

2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or Low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	+	H	Increase in services provided for dementia and respite service users. The improved service is safer and adds significant layers of additional security for those people who are supported in the homes of APS Carers rather than left alone at home
Disability	+	H	
Gender	=	/	All protected groups can access the service.
Race / ethnicity	=	/	
Religion / belief	=	/	Services are provided in accordance with personal needs
Sexual Orientation	=	/	
Transgender	=	/	
Marital status/ Civil Partnerships	=	/	
Pregnancy/Maternity	=	/	
In Halton two further vulnerable groups have been identified: -			
Carers	+	H	Demand for carers will be met by more resources and increased opportunities
Socio – economic disadvantage	=	/	All clients are financially assessed within the payment limit and personal circumstances, according to Council procedure

2.4 Does the policy / practice have any potential impact upon safeguarding vulnerable people?

Yes

Results and analysis service user study highlighted that 97% of people stated that the service helped them to remain living independently and 100% of people felt safe at their placement and also that they were treated with dignity and respect

2.5 How will the impact of the policy / practice be monitored?

By annual review and service user obtained feedback, obtained annually.

EQUALITY IMPACT ASSESSMENT – STAGE 1

2.6 Who will be responsible for monitoring?

The Adult Placement Manager and Adult Placement Workers

**2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment.
Where none have been identified insert 'no further action required' in the first column**

Action & purpose / outcome	Priority	Timeframe	Lead Officer
No further action required	(H, M, L)		

2.8 Summary of stakeholders involved in this review

Job Title or Name	Organisation / representative of
Sue Dolley Adult Placement Service Manager	HBC Complex Needs
Les Unsworth Policy Officer	HBC Policy & Development Division

2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-

No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required √

Signed:

Date:

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.