

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	C/12/47	
Lead Officer	Name	Alison Waller
	Position	Principal Manager, Halton Day Services
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SECTION 1 –Context & Background

1.1 What is the title of the service?

Halton Day Services

1.2 What is the current status of the service?

Existing ☒

New ☐

1.3 What are the principal aims and intended outcomes of the service?

Supporting adults with a physical, sensory and learning disability and older people with dementia in meaningful daytime opportunities. There is a focus on employment and health and well-being.

1.4 Who has prime responsibility for delivering the service?

Halton Borough Council.

1.5 Who are the main stakeholders

Residents ☒ Staff ☒ Specific Group(s) ☒ (add details below)

Carers, service users, HBC staff – Initial Assessment Team / Bridgebuilders (responsible for referrals).

1.6 Who is the service intended to affect?

Adults with disabilities.

1.7 Are there any related services?

Initial Assessment Team, Bridgebuilders.

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)

Services provided for those with at least two of the protected characteristics and takes positive action where necessary for those with additional characteristics.

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

Equality Group(s)	Age, Disability.
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Baseline data and information

Referrals, numbers and qualitative information about service users and potential service users' needs.

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2.3 On the basis of evidence has the actual / potential impact of the service been judged to be positive (+), neutral (=), or negative (-) for each of the equality groups and is the level of impact considered to be high (H), Medium (M) or low (L).

Equality Impact Assessment

Halton Day Services

Key

R	Race / Ethnicity	F	Faith / Religion	-	Negative Impact
A	Age	PM	Pregnancy / Maternity	+	Positive Impact
G	Gender	MCP	Marital / Civil Partnership Status	=	Neutral Impact
SO	Sexual Orientation	In Halton two further vulnerable groups have been identified: -			
GR	Gender Reassignment	C	Carers		
D	Disability	SE	Socio - Economic		

FUNCTION	R	A	G	SO	GR	D	F	PM	MCP	C	SE	COMMENTS
Adult Day Services provision	=	+ / H	=	=	=	+ / H	=*	=	=	=**	=	*Any aspect of the service can be adapted to meet the needs of those with other protected characteristics. **Carers are consulted prior to the service being provided.

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2.4 Does the service have any potential impact on safeguarding vulnerable people?

Safeguarding issues are highlighted at the referral stage and are taken into consideration in all aspects of service provision.
All staff have received safeguarding training.

2.5 How will the impact of the service be monitored?

Staff training targets, referral numbers, service user experience
Service reviews, internal audit/inspection.
Monthly drop in visits.
Written procedure /checklist.
Bi - annual quality inspections.

2.6 Who will be responsible for monitoring?

Divisional Manager
Principal Manager and Performance manager

2.7 What actions, if any, has this review identified (that do not form part of a stage 2 assessment) to promote equality of opportunity or relations between groups? If no actions have been identified please insert 'no further action identified' within first column.

Action & purpose / outcome	Priority	Timeframe	Lead Officer
No further action identified.			

2.8 Summary of stakeholders involved in this review

Name / Job Title	Organisation / representative of
Alison Waller, Principal Manager, Day Services	HBC
Les Unsworth, Policy Officer, Policy & Development	HBC

2.9 Completion Statement

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

There is sufficient information available to provide assurance that there will be a positive differential impact for one or more equality groups, and that this is justifiable and lawful OR a neutral impact has been determined but actions to mitigate the impact have been identified. ✓

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Signed: Alison Waller	Dated: 26/6/11
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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