

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Chris Beyga

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Head of Section: Chris Beyga

Chief Officer: Graham Hodgkinson

Department: Adult Social Services

Date: 23 May 2013

Section 2: What Council proposal is being assessed?

MODERNISE SHORT BREAKS FOR PEOPLE WITH DISABILITIES AND MENTAL
HEALTH NEEDS

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes **If 'yes' please state which meeting and what date**

Cabinet 20 December 2012

Please add hyperlink to where your EIA is/will be published on the Council's

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Disability	<p>The proposed changes will seek to offer choice and control to people and to make best use of available resources. The model is predominantly one of Councils purchasing short breaks beds from other providers on an “as needs” basis. .</p> <p>The Council runs the risk of providing services at Sylvandale and Girtrell that people will not use. This will result in additional financial pressure as resources will be locked into empty buildings rather than being reinvested into supporting people in the community.</p>	<p>We are committed to extending the options of all people with Learning Disabilities and Mental Health to encourage greater independence by offering more flexible and responsive alternatives.</p> <p>There is the potential for the VCF sector to be involved in the provision of these services, in particular as the Department will be looking to commission short stay services within the independent sector.</p>	Chris Beyga	June 2013 – September 2013	<p>These proposals involve the closure of Council run buildings with the resultant risk to staff employed.</p> <p>Whilst management has been covering vacancies with agency staff there is still a</p>

	<p>With regard to Fernleigh the risk is that the Council will miss the opportunity to modernise the service in line with current best practice. This will result in the Council not being able to run the service, not only due to the significant capital investment required to bring the building up to an acceptable standard but also the additional unbudgeted revenue expenditure</p>	<p>The proposals within this report are seeking to balance the needs of the service user groups identified, to increase choice and control, to redesign services that are out dated and not fit for purpose and contribute to the challenging financial context confronting this Department</p>			<p>potential impact on the 100 staff directly employed by the Council.</p> <p>Funding of £500,000 to maintain the service at Fernleigh was allocated as a one year policy option until 31 March 2013. If the service remains unchanged this will result in a budget pressure in 2013/14. The closure of Fernleigh will require the commissioning of 7 beds in the independent sector at an estimated cost of £160,000;</p>
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					<p>this will need to be accommodated from within the Community Care Budget. However, revenue pressures of £340,000 and capital investment of £900,000 will be avoided.</p>
Socio economic status	<p>This proposal should not impact on the socio economic status of service users.</p>				

Section 5a: Where and how will the above actions be monitored?

Through the Departmental project management process

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Section 6: What research / data / information have you used in support of this process?

A market analysis exercise has also been undertaken with a number of Wirral residential providers to ascertain whether there was the capacity within the current market to provide respite care. Although only one of the providers had current capacity, 5 of the 6 contacted indicated that they would be interested in providing a short breaks service.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes /- (please delete as appropriate)

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

As part of council budget process described above.

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published** (section 2b)
- b) **Include any potential positive impacts as well as negative impacts?** (section 5)
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**