

# Speaking Up, Speaking Out, Taking Action

Equality Impact Assessment

**25<sup>th</sup> July 2012**

## Equalities Screening Record Form

|   |  |   |
|---|--|---|
| <b>Date of Screening:</b><br>17 July 2012                 | <b>Directorate:</b><br><b>ADULT SOCIAL CARE,<br/>         HEALTH AND HOUSING</b>   | <b>Section:</b><br><b>JOINT COMMISSIONING (LEAD<br/>         SECTION)</b> |
| <b>1. Activity to be assessed</b>                         | Development of Joint Commissioning Strategy for Advocacy in Bracknell Forest   |   |
| <b>2. What is the activity?</b>                           | <input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change   |   |
| <b>3. Is it a new or existing activity?</b>               | <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing  |   |
| <b>4. Officer responsible for the screening</b>           | Andy Kimber, Joint Commissioning Officer   |   |
| <b>5. Who are the members of the EIA team?</b>            | Nick Ireland, Head of Learning Disabilities<br>Alison Cronin, Contracts and Procurement Manager<br>Andy Kimber, Joint Commissioning Officer<br>Sue Nutter, Team Manager Older People and Long-Term Conditions<br>Sophie Manders, DAAT<br>Debra Marsden, Community Services Manager<br>Greta Smith, Care Manager<br>The Advocacy Steering Group     |   |
| <b>6. What is the purpose of the activity?</b>            | Speaking Up, Speaking Out, Taking Action: A specification has been developed to commission advocacy services from a Prime Provider. The specification gives a clear, structured and measurable outcome framework for assessing the viability of applications. The specification is in response to local needs identified in the Advocacy Strategy. |   |
| <b>7. Who is the activity designed to benefit/target?</b> | <ul style="list-style-type: none"> <li>• People and carers eligible for support from ASCH&amp;H</li> <li>• ASCH&amp;H Practitioners</li> </ul>   |   |

| Protected Characteristics              | Please tick yes or no |   | Is there an impact?                                  | What evidence do you have to support this?<br>E.g equality monitoring data, consultation results, customer satisfaction information etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members' decision making, include consultation results/satisfaction information/equality monitoring data. |
|--|-----------------------|---|--|---|
| <b>8. Disability Equality</b>          | Y                     | N | Yes.<br>The impact of the guidance will be positive. | The purpose of commissioning the service is to ensure that a Prime Provider will deliver a service where all people who are eligible who require or wish to have their views and needs represented by an advocate, have this opportunity.   |
| <b>9. Racial equality</b>              | Y                     | N | Yes.<br>The impact of the guidance will be positive. | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>10. Gender equality</b>             | Y                     | N | The impact of the guidance will be positive          | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>11. Sexual orientation equality</b> | Y                     | N | The impact of the strategy will be positive.         | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>12. Gender re-assignment</b>        | Y                     | N | The impact of the guidance will be positive          | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>13. Age equality</b>                | Y                     | N | Yes.<br>The impact of the strategy will be           | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |

| Protected Characteristics   | Please tick yes or no  |   | Is there an impact?                                  | What evidence do you have to support this?<br>E.g equality monitoring data, consultation results, customer satisfaction information etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members' decision making, include consultation results/satisfaction information/equality monitoring data. |
|---|--|---|--|---|
|   |  |   | positive.  |   |
| <b>14. Religion and belief equality</b>   | Y<br>X   | N | Yes.<br>The impact of the strategy will be positive. | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>15. Pregnancy and maternity equality</b>   | Y<br>X   | N | Yes.<br>The impact of the strategy will be positive. | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>16. Marriage and civil partnership equality</b>  | Y<br>X   | N | Yes.<br>The impact of the strategy will be positive. | The Prime Provider shall have in place Equal Opportunities policies as a minimum. Reporting on use of the service broken down by protected characteristics outlined in the Equality Act 2012 is required.   |
| <b>17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders) and on promoting good community relations.</b> | <p><b>Drug and alcohol mis-users</b><br/>The impact of the service will be positive. The service directs the Prime Provider to take referrals from ASCH&amp;H, including referrals from the DAAT.</p> <p><b>Carers</b><br/>The impact of the guidance will be positive. The guidance directs advocacy service providers to include carers.</p> <p><b>People on lower incomes</b><br/>Positive: the provision of advocacy is guided to be available to all regardless of income.<br/>Negative: There is the potential for those in significant poverty to be unable to afford to travel to meet with an advocate.</p> |   |  |   |

| Protected Characteristics  | Please tick yes or no | Is there an impact? | What evidence do you have to support this?<br>E.g equality monitoring data, consultation results, customer satisfaction information etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members' decision making, include consultation results/satisfaction information/equality monitoring data. |  |  |
|--|-----------------------|---------------------|---|--|--|
| 18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?   |                       |                     | No adverse impacts have been identified.  |  |  |
| 19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?  |                       |                     | There is no difference in the equality with which groups are considered. There is flexibility in the approach to ensuring that the needs of each individual equalities group are addressed.   |  |  |
| 20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?   |                       |                     | N   | No adverse impacts have been identified. |  |
| 21. What further information or data is required to better understand the impact? Where and how can that information be obtained?  |                       |                     | The service directs Prime Providers of advocacy services to behave in a positive and non- discriminatory way. The outcomes of this and measures of efficacy will be included in a Service Level Agreement.<br><br>The service also includes a process for a complaints system to be established, to be monitored internally by the prime provider and through an SLA with Bracknell Forest Council.                     |  |  |
| 22. On the basis of sections 7 – 17 above is a full impact assessment required?  | Y                     | N<br>X              | No. The specification takes account of and is in response to identified local needs.  |  |  |
| 23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed. |                       |                     |   |  |  |
| Action   | Timescale             | Person Responsible  | Milestone/Success Criteria  |  |  |
| Detailed monitoring measures are set in place in the specification   | July 2012             | Nick Ireland        | Prime provider to report on a six monthly basis.  |  |  |

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|---|-----------------------|---------------------|--|----------------|---|
| Contract Awarded  |                       |                     | 2012/2013  | Nick Ireland   | Regular reports to Bracknell Forest Council will be required in the terms of the Service Level Agreement. |
| <b>24. Which service, business or work plan will these actions be included in?</b>  |                       |                     | Work on the specification is included within the Advocacy Strategy and Action Plan.  |                |   |
| <b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b> |                       |                     |  |                |   |
| <b>26. Chief Officer's signature</b>  |                       |                     | Signature: Zoe Johnson   | Date: Aug 2012 |   |