


Equality Impact Assessment Record

Date of EIA November 2009
 Directorate Social Care and Learning

Initial Screening Record	
Activity to be assessed	Care Management in the Older People and Long term Conditions team
What is the activity?	<input type="checkbox"/> Policy/strategy <input checked="" type="checkbox"/> Function/procedure
Is it a new or existing activity?	<input checked="" type="checkbox"/> Existing
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p>The purpose of the activity is to:</p> <p>To enable the team to provide ongoing consistent and long term support, professional expertise, advice and information to a number of very vulnerable people whose needs are complex, whose situation is not stable, whose condition is chronic and/or deteriorating, where there are complex care/family dynamics. To provide support to carers.</p> <p>The activity is designed for: Older people with age related frailty/disability , People with a long term condition, carers</p>
Who is responsible for the activity?	<p>The Older People and Long term conditions team</p> <p>BFVA, voluntary sector, provides support and information to carers.</p>
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below.
Full EIA Record	
Who are the members of the EIA team?	Ali Melabie, Team Manager Fiona Goodhand, Anna McCafferty, Sue Nutter all Assistant Team Managers
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>The Care Management procedures were updated in 2008</p> <p>There is no evidence to suggest that the function and associated policies need to be amended, however recommendations have been made to encourage further development of services which are inclusive and responsive to community need.</p> <p>Data Analysis An analysis of data (<i>see attached EIA evidence - LTC</i>) showed: Gender - consistent with the gender of the local population. Ethnicity - consistent with the ethnicity of the local population. Disability - As the service focuses on people with a long term condition/disability, it has a positive impact on this group</p>

	<p>Age – People aged over 65 over-represented due to the nature of the service. i.e. Long term conditions/physical frailty increases with age.</p> <p>Recording of Sexual orientation and religion/belief is being improved and will be analysed when sufficient data is available.</p> <p>Consultation</p> <p>There was consultation with teams and management. Consultation of people receiving support was conducted as part of the development of the Long Term Conditions Strategy. The results of this have fed through into the development of the strategy and service improvement planning.</p> <p>(Future consultation of this service will be done as part of the Transforming social care agenda.)</p>	
With regard to the equalities themes, which groups might be impacted by the activity? Might any of these groups be impacted adversely ?	Groups Impacted	Groups impacted adversely
	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Race and ethnicity <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion or belief
What evidence is there to suggest an impact/adverse impact?	There is the potential for any of the above groups to be impacted.	We have no evidence of an adverse impact
On what grounds can impact or adverse impact be justified?	There is no justification for any adverse impact	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	The team has started to trial a 'customer satisfaction questionnaire' which will have a diversity question included. We also receive comments on care plans to which we respond. Most of these comments are positive.	
What changes will you make to the activity to reduce or remove any differential/adverse impact?	<ol style="list-style-type: none"> 1. Continue to monitor the team's activities through supervision and other quality control which involves reading and signing off care management tools. 2. Ensure all new staff receive diversity training & existing staff attend refresher training. 3. Broaden team's diversity work to include all equality strands by ensuring it is on team meeting agendas at least quarterly. 4. Continue to ensure gender, age, ethnicity, etc. is recorded on our client data base. This will enable comparisons to be made and identification of any further actions. 	
Into which action plan/s will these actions be incorporated?	The team's business plan	
Who is responsible for the action plan?	Team manager	

<p>Have any examples of good practise been identified as part of the EIA?</p>	<p>We often get positive feedback from the people we work with.</p> <p>We are now collecting the team evaluation forms which give a positive response.</p> <p>One example of how we met a person's religious needs: as part of an assessment, a disabled person's need to be able to travel to her local temple and practice her religion was identified. This was met with a taxi service and escort.</p>
<p>Has the EIA been published on the Council website?</p>	<p>Yes</p> <p>The equality impact assessment will be published on the Bracknell Forest Borough Council Internet site at www.bracknell-forest.gov.uk</p>
<p>Who is the relevant Chief Officer and have they signed off the EIA?</p>	<p>Mira Haynes</p> 
<p>Which PMR will this EIA be reported in?</p>	<p>SCL Q3 2009-10 - Social care and learning review 2009</p>