


# Equality Impact Assessment Record

Date of EIA                    **November 2009**

Directorate                    **Social Care and Learning**

<b>Initial Screening Record</b>	
Activity to be assessed	<b>Community Support and Wellbeing</b>
What is the activity?	<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
Is it a new or existing activity?	<input type="checkbox"/> New <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: provide managed delivered support in a way that meets the individual needs of the person receiving the support in their own home and is completed in respect of their rights, privacy and dignity</p> <p>The activity is designed for: People with Long Term Conditions and people with Dementia</p>
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Mira Haynes - Head of Older people and Long Term Conditions, Sylvia Shaw – Assistant Team Manager - Long Term Conditions Team, Ann Taylor – Assistant Team Manager - Dementia Team, Jane Brown – Team Manager – Community Support and Wellbeing Team and the Community Support and Wellbeing Team Community Support Workers.
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.
<b>Full EIA Record</b>	
Who are the members of the EIA team?	Mira Haynes - Head of Older people and Long Term Conditions, Sylvia Shaw – Assistant Team Manager - Long Term Conditions Team, Ann Taylor – Assistant Team Manager - Dementia Team, Jane Brown – Team Manager – Community Support and Wellbeing Team.
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>There are currently 52 people receiving this support. As the numbers of very small, comparisons with the Bracknell Forest population should be viewed with caution.</p> <p><b>Race &amp; Ethnicity</b> – Data showed 46 people (88.5%) were white British, 2 White Irish, 1 White Other, 1 Indian, 1 Pakistani and 1 African. Overall, this is consistent with the Bracknell forest population according to the 2001 Census and suggests no adverse impact in terms of access.</p> <p><b>Disability</b> - Due to the nature of the service, there is a positive impact on people with a disability.</p> <p><b>Gender</b> – More women than men receive this service. However, this is not unexpected due to the longer life expectancy of women and national research suggesting</p>

	<p>women are more likely to access social care support.</p> <p><b>Age</b> – Long term conditions and dementia are much more prevalent in the older population. The age of people receiving this service follows this trend.</p> <p>There is insufficient data to analyse sexual orientation and religion/belief.</p> <p><b>Consultation</b> of people receiving support was conducted as part of the development of the Long Term Conditions Commissioning Strategy. The results of this have fed through into the development of the strategy and service improvement planning.</p>	
<p>With regard to the equalities themes, which groups might be <b>impacted</b> by the activity? Might any of these groups be impacted <b>adversely</b>?</p>	<p><b>Groups Impacted</b></p> <p><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"/> Faith or belief</p>	<p><b>Groups impacted adversely</b></p> <p><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"/> Faith or belief</p>
<p>What evidence is there to suggest an impact/adverse impact?</p>	<p>There is the potential for the service to impact on any of the groups.</p>	<p>None identified apart from a positive impact of people with a long term condition.</p>
<p>On what grounds can impact or adverse impact be justified?</p>	<p>There is no justification for Community Support and Wellbeing to have an adverse impact</p>	
<p>Is there any current action that addresses issues for any of the groups impacted/adversely impacted?</p>	<p>The council provides leaflets in other languages. The council offers translating and interpreting services. All staff are trained to N.V.Q 2/3 standard and undertake further training in diversity awareness and dementia care, enabling them to undertake person centred outcome based support. This personal approach enables us to deliver the service in a culturally sensitive manner.</p>	
<p>What changes will you make to the activity reduce or remove any differential/adverse impact?</p>	<ol style="list-style-type: none"> <li>1. Refresher training will be undertaken by staff in diversity awareness.</li> <li>2. Continue to ensure hard to reach groups are considered and are supported to take part in consultation/engagement activity.</li> </ol>	

	<p>3. Continue to compare our Service User data with our local population data to see if we are delivering the service equally. If we find any differences in the numbers of people who use our service we will investigate the reasons.</p> <p>4. We will gather information on faith/religion of the people who use our services.</p> <p>5. We are now required by CSCI to gather information on the sexual orientation of people who use our services. We will investigate how to gather this information in a sensitive and appropriate manner.</p>
Into which action plan/s will these actions be incorporated?	All actions relating to EIA will be included in the team business plan. All Adult Social Care related actions/statistics from this equality impact assessment will be documented in an action plan and monitored by the Social Care and Learning Management Team.
Who is responsible for the action plan?	Department plans- Mira Haynes - Head of Older people and Long Term Conditions, Sylvia Shaw – Assistant Team Manager - Long Term Conditions Team, Ann Taylor – Assistant Team Manager - Dementia Team, Jane Brown – Team Manager – Community Support and Wellbeing Team.
Have any examples of good practise been identified as part of the EIA?	All staff undertake Diversity Awareness Training and N.V.Q.level 2/3 which includes training on diversity issues. We have a “ cross gender policy” which promotes equality. Within our staff teams we provide the choice to people who use our service of male/female Community Support Workers.
Has the EIA been published on the Council website?	Yes
Who is the relevant Chief Officer and have they signed off the EIA?	Mira Haynes 
Which PMR will this EIA be reported in?	Q3 09-10