


Equality Impact Assessment Record

Date of EIA December 2009
 Directorate Social Care and Learning, Adult Social Care

Initial Screening Record		
Activity to be assessed	Direct payments procedures	
What is the activity?	<input type="checkbox"/> Policy/strategy <input checked="" type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input 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: Clearly define the roles and responsibilities of staff that help to implement Direct Payments for disabled people in the local community.</p> <p>The activity is designed for: Care Management staff, Team managers and Finance officers</p>	
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Direct Payments Team	
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.	
Full EIA Record		
Who are the members of the EIA team?	Emily Dalton (Self Directed Support Co-ordinator), Iwona Kowalczyk (Self Directed Support Advisor), Kim Knights (SDS Co-ordinator (Maternity Cover))	
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>There are currently 145 adults and 25 parents of disabled children receiving direct payments on an ongoing basis.</p> <p>The following data has been analysed to check there are no adverse impacts in terms of access to this support <i>(for full details see EIA Evidence report –</i></p> <p>Race/Ethnicity – no adverse impacts found. Access is broadly in line with the ethnicity in the local population.</p> <p>Disability – as Direct Payments are for people with a disability, this has a positive impact for this group. Analysis shows all disability groups are covered. People with mental health problems are under-represented but this is likely to be due to the type of support being offered to this group and the type of mental health problem.</p> <p>Gender – More females than males due to the longer life expectancy.</p> <p>Age – no adverse impact.</p> <p>Recording of Sexual orientation and religion/belief is being improved and will be analysed when sufficient data is available.</p> <p>Consultation was conducted as part of the various Commissioning Strategies for ASC. In these consultation exercises staff & people who require/may require ASC support were asked about the type of support they required and any changes that needed to be made.</p> <p>(Future consultation of this service will be done as part of the Transforming social care agenda.)</p>	
With regard to the	Groups Impacted	Groups impacted adversely

equalities themes, which groups might be impacted by the activity? Might any of these groups be 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?	Direct payments are only made to people who are eligible for social care service. This includes people from the groups listed below: People with a disability aged 16 years and above Older people People with mental health needs Parents of a child with a disability and Carers	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	None	
What changes will you make to the activity reduce or remove any differential/adverse impact?	1. Improve the data collected on religion and sexual orientation. 2. Improve the service satisfaction data collected.	
Into which action plan/s will these actions be incorporated?	Direct Payments action plan/Transforming Adult Social Care implementation plan	
Who is responsible for the action plan?	Self Directed Support Co-ordinator	
Have any examples of good practise been identified as part of the EIA?	A Welcome pack for people wishing to have a Direct Payment is available in a variety of languages and formats (e.g. Braille).	
Has the EIA been published on the Council website?	Yes	
Who is the relevant Chief Officer and have they signed off the EIA?	Zoë Johnstone 	
Which PMR will this EIA be reported in?	Q3 PMR 2009-10	