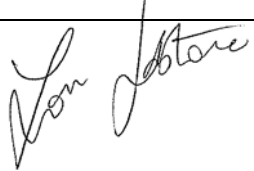


Initial Equalities Screening Record Form

Date of Screening:	Directorate: ASCH&H	Section: Adults & Joint Commissioning	
1. Activity to be assessed	Procurement Plan for commissioning community based services for people with a Learning Disability		
2. 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		
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
4. Officer responsible for the screening	Alison Cronin		
5. Who are the members of the screening team?	Alison Cronin, Zoë Johnstone		
6. What is the purpose of the activity?	The Procurement Plan sets out how ASCH&H can commission community based support services through a list of contracted providers, who have been approved and are subject to regular monitoring, by Adult Social Care, Health & Housing.		
7. Who is the activity designed to benefit/target?	People with a learning disability who are eligible for support from ASCH&H		
Protected Characteristics	Please tick yes or no	Is there an impact?	What evidence do you have to support this?
8. Disability Equality	Y √	N The impact of the services will be positive	The purpose of commissioning support services through a contracted provider list is to ensure that people who are eligible for support are offered good quality, best value services that respond to their needs, thereby promoting greater choice and flexibility. The person is encouraged to select and meet with 3 providers. The meetings are an opportunity to discuss their needs and wishes to see how these can be met, which will aid the person to decide which provider they would like to go with. If the person does not have capacity, then the best interest route would be followed. This could be by involving a family member or an advocate.
9. Racial equality	Y √	N The impact of the services will be positive	Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
10. Gender equality	Y √	N The impact of the services will be positive	Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of

				Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
11. Sexual orientation equality	Y √	N	The impact of the services will be positive	Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
12. Gender re-assignment	Y √	N		Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
13. Age equality	Y	N		Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
14. Religion and belief equality	Y	N		Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
15. Pregnancy and maternity equality	Y	N		Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.
16. Marriage and civil partnership equality	Y	N		Contracted providers are required to comply with all current legislation and other legal requirements in relation to equality and its policies must promote equality and diversity. Further, the provider is required to ensure that its Terms and Conditions of Employment and its policies and procedures relating to employment comply with legislation, and they shall not allow any employee or agent to discriminate in any way prohibited by law.

<p>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.</p>	<p>None. With the move to individual budgets, the main emphasis is choice. People no longer fit into the services and contracts offered by the council unless they choose to. The contracted provider list would be available to all people with a learning disability who meet the council's eligibility criteria for support and who make the decision that they would like the council to commission services on their behalf. Even if people ask the council to commission on their behalf, they are supported to choose the provider who can best meet their needs.</p>		
<p>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?</p>	<p>No adverse impacts have been identified.</p>		
<p>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?</p>	<p>n/a</p>		
<p>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</p>	<p>Y</p>	<p>N √</p>	<p>No, the contract and specification takes account of and is in response to local needs and promotes peoples choice and flexibility in meeting their needs.</p>
<p>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</p>	<p>The service directs providers of community based support services to behave in a positive and non-discriminatory way. Practitioners regularly review people's needs and support arrangements and can discuss any concerns or issues with them. The contracts team also undertake monitoring visits. . Any concerns would be raised with the provider, and where necessary, the contract could be suspended or terminated. The governance framework for monitoring the quality of support is through the ASC Care Governance Board.</p>		
<p>22. On the basis of sections 7 – 17 above is a full impact assessment required?</p>	<p>Y</p>	<p>N √</p>	<p>No. The contract and specification takes account of, and is in response to, local needs and supports the choice agenda for people eligible to receive a service.</p>
<p>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.</p>			
<p>Action</p>	<p>Timescale</p>	<p>Person Responsible</p>	<p>Milestone/Success Criteria</p>
<p>Monitoring measures are in place in the specification</p>	<p>6 monthly review</p>	<p>Nick Ireland/Alison Cronin</p>	<p>Levels of complaints and concerns and safeguarding complaints</p>
<p>Feedback from people who receive services</p>	<p>Routine reviews</p>	<p>CTPLD Care Managers</p>	<p>Feedback from people on levels of satisfaction with the service</p>

24. Which service, business or work plan will these actions be included in?	CTPLD reviews Contracts Team monitoring work plan
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	<ul style="list-style-type: none">• Review of current contractual arrangements indicated that a contracted provider list positively promotes choice and flexibility for people, promotes best value, quality services through encouraging competition in the market place.
26. Chief Officers signature.	Signature:  Date: 1 May 2013