

Equalities Screening Record Form

Date of Screening:	Directorate: Adult Social Care, Health and Housing	Section: Joint Commissioning	
1. Activity to be assessed	Support with Confidence. PA and Domestic Support worker register and approval process.		
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 checked="" type="checkbox"/> New <input type="checkbox"/> Existing		
4. Officer responsible for the screening	Kim Helman		
5. Who are the members of the EIA team?	Kim Helman, Lynne Lidster.		
6. What is the purpose of the activity?	To co-ordinate and manage a register of Personal Assistants and Domestic Support workers. To approve every worker through and series of checks including enhanced CRB. To support people to find suitable workers to meet their assessed needs.		
7. Who is the activity designed to benefit/target?	People with support needs who wish to use a Personal Assistant and/or Domestic Support workers.		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? 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
8. Disability Equality	Y x	N	Positive People with support needs will be able to access the services of pre-approved PAs

				<p>and Domestic Support workers. Approximately 200 people in Bracknell Forest currently use the services of Domestic Support workers. Approximately 33% of the 209 people receiving direct payments directly employ a Personal Assistant – with this comes considerable responsibility as an employer and also with regards administration. The Support with Confidence service will make it easier for people to pay self employed workers to support them, reducing this burden.</p>
9. Racial equality	Y	N x	<p>Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of race equality.</p>	<p>There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of race equality.</p>
10. Gender equality	Y	N x	<p>Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender equality.</p>	<p>There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender equality.</p>
11. Sexual orientation equality	Y	N x	<p>Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of sexual orientation equality.</p>	<p>There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of sexual orientation equality.</p>
12. Gender re-assignment	Y	N x	<p>Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender re-assignment equality.</p>	<p>There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender re-assignment equality.</p>

13. Age equality	Y x	N	Positive	Many of the people benefitting from Domestic Support are older people. By being able to access self employed PAs and Domestic Support workers, older people who need support to live independently will benefit from this enhanced service. People who are not familiar with using web services will be supported to access this service in alternative ways (e.g phone based, 1-1 support when using database).
14. Religion and belief equality	Y	N x	Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of religion and belief equality.	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of religion and belief equality.
15. Pregnancy and maternity equality	Y	N x	Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of pregnancy and maternity equality.	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of pregnancy and maternity equality.
16. Marriage and civil partnership equality	Y	N x	Neutral There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of marriage and civil partnership equality.	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of marriage and civil partnership equality.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.	Carers – Positive People with support needs are better able to meet these using the Direct Payment to purchase support from approved PAs and Domestic Support workers reducing the demand on their carers to provide this support. Low incomes – positive Purchasing support from Support with Confidence is likely to cost less than seeking support through agency workers whilst being a simpler process than directly employing staff.			

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?	N/A		
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?	10. Disability All people choosing to find support through Support with Confidence will need support to live independently. Most of the people choosing to purchase support from a PA and/or Domestic Support worker have a disability or long term condition. Whilst the provider may choose to market their service in the private sector, the SLA from the council will be regarding people who have been assessed as having support needs which they may choose to meet using a direct payment.		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N x	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	On-going contract monitoring of the Support with Confidence provider. Looking at who is accessing the service, both people with support needs and workers.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N x	No protected group has been identified as being adversely impacted on due to this new service.
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
On-going contract monitoring	3 monthly	Contract Dept.	People accessing Support with Confidence are representative of the local population

24. Which service, business or work plan will these actions be included in?	Contract monitoring
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	
26. Chief Officers signature.	Signature: Mira Haynes Date: 13 th March 2012