

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Catherine Smith-Ivory Debbie Morris
Directorate:	Community Wellbeing and Social Care Directorate
Date of Completion:	15 th September 2016

Name of Policy/Strategy/Service/Function Proposal

Respite Care for Adults Policy

The Aims, Objectives and Expected Outcomes:

The policy recognises that carers can be eligible for support in their own right and the valuable role they play in our local community. The guidance explains the importance that carers have regular breaks from caring and have time to themselves, even if it is just for a short time. It explains in detail how the council supports carers in their caring role and the assessment process to confirm they have eligible needs. Any service identified will be financially assessed.

The policy explains the various kinds of respite care available and gives guidance to Adult Social Care workers.

Enabling carers to remain in/take up work, education and training is a feature of the Care Act. The policy explains that if carers wish to receive help, they will be required to complete an assessment which will help the council identify their need/s.

Please delete as appropriate:

- This is a proposal for a new council policy explaining the council's position.
(Therefore, an equality impact assessment was not previously created as this is a new policy for Adult Social Care)

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No – the intention is to provide support to all those who are eligible and meet the Respite Care criteria regardless of protected characteristic.
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No – the policy has been written as an objective to enhance the support given to carers in their supporting role.
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes – people are individuals so each will have differing needs.
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			✓	The process will be applied equitably to ensure that we meet the needs of the diverse range of people aged over 18 years of age who meet the criteria for this particular policy regardless of their age.
Disability			✓	The process will be applied equitably to ensure that we meet the needs of the diverse range of people who meet the criteria regardless of their disability.
Gender Reassignment			✓	The policy will ensure that procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's status with regard to gender reassignment.
Marriage & Civil Partnership			✓	The policy will ensure that the procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's marriage or civil partnership status.
Pregnancy & Maternity			✓	The policy will ensure that the procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's pregnancy or maternity status.
Race			✓	The policy will ensure that the procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's race or ethnic background.
Religion / Belief			✓	The policy will ensure that the procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's religion or belief.
Sex (male / female)			✓	The policy will ensure that the procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's gender.
Sexual Orientation			✓	The policy will ensure that procedures followed and decision made are carried out in a consistent and transparent manner and applied with equity irrespective of a person's sexual orientation.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p><i>If answered Yes, describe what these are and how they may be promoted or enhanced</i></p> <p>The Policy explains in detail the IWC's position regarding respite care and providing a carer's service.</p> <p>If an individual undertakes a caring role this may impact on their health and wellbeing. They and the person they care for may benefit from individually tailored respite or residential respite opportunities. Caring for someone 24 hours a day, seven days a week, means that taking a break is essential to carers in order to maintain their wellbeing and support them to continue providing their caring role while they choose to do so.</p> <p>The policy explains how the council can help and support carers in their role to help with their health and wellbeing.</p>	

Evidence Considered During Screening

The policy has been formulated using Care Act 2014 guidance in which it highlights prevention services and helping to improve the lives of carers by enabling them to continue to have a life of their own alongside caring.

The national eligibility threshold for carers set out in the Care and Support (Eligibility Criteria) Regulations 2014.

Consultation and discussions have been carried out with senior managers and group managers within Adult Social Care.

The IWC's Assessment and Eligibility for Service Users and Carers Policy (June 2015).

An Officer Decision Record (ODR) has been completed during the formation of this Policy.

Head of Service Sign off:	Adult Social Care Leadership Group 18/05/16
Advice sought from Legal Services (Name)	Roger Merry, 15/09/16
Date	Claire Foreman

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Catherine Smith-Ivory Debbie Morris
Directorate:	Community Wellbeing and Social Care Directorate
Date of Completion:	15 th September 2016

Name of Policy/Strategy/Service/Function Proposal

Respite Care for Adults Policy

The Aims, Objectives and Expected Outcomes:

The policy recognises that carers can be eligible for support in their own right and the valuable role they play in our local community. The guidance explains the importance that carers have regular breaks from caring and have time to themselves, even if it is just for a short time. It explains in detail how the council supports carers in their caring role and the assessment process to confirm they have eligible needs. Any service identified will be financially assessed.

The policy explains the various kinds of respite care available, the criteria as to whether there is a charge or not and also give guidance to Adult Social Care workers.

Enabling carers to remain in/take up work, education and training is a feature of the Care Act. The policy explains that if carers wish to receive help, they will be required to complete an assessment which will help the council identify their need/s.

Please delete as appropriate:

- This is a proposal for a new council policy explaining the council's position.
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Scope of the Equality Impact Assessment

Adult Social Care within the Isle of Wight Council is committed to meeting its obligations in the way it supports adults who need respite care (including a sitting service) service. The IWC understand the important contribution that carers make to not only the individual, but also to the council. If we do not look after our carers, there would be a subsequent knock-on financial result to the council and NHS Trust.

It is recognised that the Island's population is proportionately older compared with the rest of England and as the Island population increases, the number of carers and the demands on carers will increase. Therefore, it is anticipated the need for respite and break services will increase in future years.

Respite Care for Adults demonstrates the council's ongoing commitment to support them in their role as carers.

Analysis and assessment

This policy will have no negative impact on those with protected characteristics. It is expected that improved communication and support and by providing information and formal assessment will have a positive effect on all people who require Respite Care, irrespective of their protected characteristic.

Recommendations

It is recommended that this policy is adopted as it will improve the opportunity for equality for people who require care and support and who are classed as an ordinary resident.

- Yearly review of policy.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No			<p>Where someone meets the criteria for Respite Care, then the Isle of Wight council has a duty to support carers' eligible needs. Any service identified will be financially assessed.</p> <p>The council will need to ensure staff are aware of the need to identify those who require Respite Care and how to facilitate and encourage that support.</p> <p>All of these actions outlined in the policy will happen whichever protected characteristic(s) they have.</p>
Disability	No			As above

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Gender Reassignment	No			As above
Marriage & Civil Partnership	No			As above
Pregnancy & Maternity	No			As above
Race	No			As above
Religion / Belief	No			As above
Sex (male or female)	No			As above
Sexual Orientation	No			As above

Summary	
Date of Assessment:	April to September 2016
Signed off by Head of Service/Director	<i>C. M. Foreman</i> Claire Foreman
Review date	April to September 2016
Date published	3/10/16

This Policy can be located on the Adult Social Care Intranet site and/or can be accessed under the documents tab, under 'R' and named Respite Care for Adults Policy.

An Officer Decision Record (ODR) has also been completed and is filed within Adult Social Care's ICT system.

