

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Daron Perkins, Commissioning Lead Jackie Raven, Commissioning Manager
Directorate:	Wellbeing and Social Care Directorate
Date of Completion:	9 August 2012

Name of Policy/Strategy/Service/Function Proposal

The Council currently has two separate contracts that provide support and advice to people with a sensory impairment. The contract supporting people with sight impairment is run by the Isle of Wight Society for the Blind whilst the other contract supporting people with a hearing impairment is run by Action on Hearing Loss.

The intention is to bring together both of these services into one single contract and to provide increased support to people who are deaf blind, children in transition who are not in education and people with other related sensory impairments.

The Aims, Objectives and Expected Outcomes:

- To provide a seamless service particularly as a good percentage of service users access both services at one time or another.
- To provide a single point of access.
- To provide a more cost effective and efficient use of resources to improve service delivery.
- To extend service provision to ensure appropriate provision for deafblind service users.
- To enhance the skill base of the service particularly for deafblind service users.

The expected outcomes are an improved customer experience providing an opportunity for the Council to commission future services that meet the needs of this vulnerable group of people, by having due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between people irrespective of their protected characteristic as defined by the Equality Act 2010.

Please delete as appropriate:

This is a proposal to review current contract arrangements for the provision of sensory services.

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 because the intention is to increase funding and increase service provision.
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	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
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?	Yes
Will the proposal have a significant effect on how other organisations operate?	Yes
Does the proposal involve a significant commitment of resources?	Yes
Does the proposal relate to an area where there are known inequalities?	Yes
<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	X			<p>The proposal to combine sensory services will have a positive impact on all groups of people who access the services irrespective of their protected characteristic.</p> <p>Current provision does not provide suitable support for deafblind service users. The new service will provide a more accessible and efficient service provision.</p>
Disability	X			
Gender Reassignment	X			
Marriage & Civil Partnership	X			
Pregnancy & Maternity	X			
Race	X			
Religion / Belief	X			
Sex (male / female)	X			
Sexual Orientation	X			

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p>The new service will provide for all vulnerable groups of people with a sensory impairment and there will be improved access and service delivery as those delivering the service will develop greater knowledge and skills to provide an improved service. Evidence across the UK is demonstrating that bringing together these services is improving outcomes for people.</p>	

Evidence Considered During Screening
<ul style="list-style-type: none"> • Evidence from a number of sites across the country • Local Authority Circular, Social Care for Deaf Blind Children and Adults (2009) • ADASS (Association of Directors of Social Services) position on visual impairment rehabilitation in the context of personalisation (2009) • Joint Strategic Needs Assessment (JSNA) • Isle of Wight Society for the Blind quarterly returns • Action on Hearing Loss quarterly returns • Visit to Redbridge joint sensory service • Discussions with current service providers

Head of Service Sign off:	Suzanne Wixey
Advice sought from Legal Services (Name)	Janet Paine
Date	09/08/2012

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	This section is to be completed following the closure of the consultation period.
Directorate:	
Date of Completion:	

Name of Policy/Strategy/Service/Function Proposal

The Aims, Objectives and Expected Outcomes:

Using the information provided in your initial screening, write a brief description of your policy, strategy, service or council function under assessment. It is important to focus on the reasons for a new or changed approach and what it intends to achieve. Include who the main beneficiaries or users are and the main groups of people with protected characteristics who are affected. State how this proposal fits with the council's corporate priorities.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- This is a proposed change/review to/removal of an existing policy/strategy/service/council function (*check whether the original decision was equality impact assessed*)

Scope of the Equality Impact Assessment

Include any links to a previous equality impact assessment or work delivered by another Directorate/service or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Establish your monitoring and review arrangements.

Sources of evidence may include:

- *Service monitoring reports including equality monitoring data*
- *User feedback*
- *Population data – IW Facts and Figures (add link)*
- *Complaints data*
- *Published research, local or national*
- *Feedback from consultations and focus groups*
- *Feedback from individuals or organisations, other council departments, partner organisations etc*

Set out any data gaps that may need to be addressed and how you plan to address them and include in your action plan.

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? In particular set out how the council as a public body has met its duty to pay regard to eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Detail what concerns were identified during any consultation exercises together with any positive impact that has been identified and how this can be promoted or enhanced. Are there any concerns from consultation and data gathering that have not been taken on board, if so, please justify and explain the reason for this.

Does the proposal have the potential to cause unlawful discrimination (for example is it possible that the proposal may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life?)

Set out in light of the consultation and data gathering what changes, if any you will make to the proposal

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified and is it lawful?

Recommendations

Please summarise the main recommendations arising from the assessment. If it is not possible to diminish negative impacts to an acceptable or even a lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

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				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				
Sex (male or female)				

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)
Sexual Orientation				
HR & workforce issues				
Human Rights implications if relevant				
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		