



## Equality Impact Assessment (EqIA)

### Introduction

This EqIA is for: 

Promoting independence in supported living and outreach services
--

Details are set out: 

C01 Option for Change
-----------------------

Officers undertaking the assessment: 

Cath Cameron-Jones – Commissioning Manager
--

Assessment approved by: 

Caroline Baria, Service Director, Strategic Commissioning, Access and Safeguarding	Date: 25/11/2015 Updated: 09/02/16
--	---------------------------------------

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

### Part A: Impact, consultation and proposed mitigation

#### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

Promoting independence of people currently receiving care, support and enablement services will have the effect of reducing the amount of paid support offered. Currently approximately 80% of the people receiving care, support and enablement are people with learning disabilities and their packages are on average considerably bigger than people with mental health issues, which is not always related to levels of need but to perceived risk. Therefore the majority of the savings are likely to be made from reducing the packages of people with learning disabilities.

Promotion of independence should result in a positive impact for individuals and packages will only be reduced where appropriate support planning is in place and risk assessments are carried out. The overall impact of reduced support should be greater independence, being able to do more things for themselves and greater integration with mainstream services and activities.

Service users with protected characteristics in addition to disability will continue to receive assessed care, support and enablement appropriate to their needs. It is not anticipated there will be disproportionate negative impact on people with other protected characteristics, e.g. race, ethnicity, sexual orientation, gender etc.

## 2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

## 3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>There is likely to be a reduction in the amount of paid for support for social activities. This could potentially lead to an increase in isolation</p> <p>Less staff support to manage perceived risk.</p>	<p>Replace paid for support with other activities, support planning to ensure individuals are prepared for the change and risk assessments to ensure risks are minimised.</p> <p>Support planning will be critical in ensuring these individuals are helped to access alternative social and leisure activities.</p> <p>Ensuring that support plans help people to recognise and deal with risks appropriately and that robust risk assessments are carried out so that support is not reduced where the impact would be an increase in severity and likelihood of risk. Use of assistive technology and shared support to mitigate risk.</p>	<p>With individual service users and their families where changes to their support will impact on them.</p> <p>Analysis of consultation responses will highlight any disproportionate negative impact on people with protected characteristics in addition to disability.</p>

## Part B: Feedback and further mitigation

### 4 Summary of consultation feedback and further amendments to proposal / mitigation

From the public consultation responses 50% of people who fed back on this proposal agreed with it, 31% were against the proposal and 19% were unsure. Few specific comments were made but some concern was raised about whether the proposal may result in increasing the vulnerability of people. In mitigation, any reduction to an individual's support package would only be undertaken following risk assessment and review of needs. This plan is about encouraging both care providers and care

managers to consider how they support people to become more independent, ensuring that people are given the skills they need to minimise any risks should support levels be reduced.

Following consideration of the consultation responses received by the Council, no additional potential impacts were identified. This Equality Impact Assessment is considered to reflect the potential impacts and appropriate mitigations for this proposal.

Completed EqlAs should be sent to [equalities@nottscc.gov.uk](mailto:equalities@nottscc.gov.uk) and will be published on the Council's website.