



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Notts Enabling Service for Adults 18-64

Details are set out:

This option extends the existing Notts Enabling Team for Adults aged 18-64, which was previously contained within the Adult Social Care Strategy Phase 2 project.

The introduction of the Notts Enabling Service (NES) in April 2017 for adults aged 18-64 has offered the Service an opportunity to ensure that a greater proportion of working-age adults receive an enablement focused period of intervention instead of or before longer term support is considered. This has helped improve outcomes for individuals as well as reducing the cost and level of ongoing care required.

The updated Adult Social Care Strategy, approved in December 2017, reinforces the Council's offer, highlighting the need to help people to help themselves through a greater focus on promoting independence and supporting people to learn or relearn skills that could reduce the ongoing need for care and support.

The NES team for adults aged 18-64 works with individuals to increase their independence and reduce their reliance on social care services for up to 12 weeks in any of the following areas:

- Developing or learning new skills at home, for example preparing food/domestic tasks
- Preparing for and connecting with opportunities for voluntary/paid work
- Using the Internet/apps etc. to support communication/self-care/using Assistive Technology
- Travel training and support to access the community - finding places to go and how to travel independently
- Building links with other people to support and promote opportunities to meet people and make connections to promote wellbeing
- Keeping safe - support with building confidence and skills
- Supporting the person to connect with other services of interest or value to the individual.

Officers undertaking the assessment:

Stacey Roe, Ian Haines

Assessment approved by:

Service Director Ainsley Macdonnell

Date:6/12/18

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?*

The proposals seek to further promote greater independence of existing and new service users aged 18-64 to enable people to live full and enjoyable lives with minimal intervention from formal social care services. This will result in outcomes being met in new and different ways and will result in the reduction of personal budgets or packages of care for some service users.

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

Age	<input checked="" type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input 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
There is potential that some service users will see a reduction in their personal budgets or care packages as a result of this work. The Service User Groups affected will Younger Adults aged 18-64	While reductions in personal budgets or care packages will occur in some cases, this will only be done where there are alternative ways to meet the persons outcomes by using different more	There are no plans for formal consultation but individual service users will have discussions with Social Care staff where

accessing Learning Disability or Physical Disability services.	cost effective solutions. The new solutions will be reviewed as part of the required process to ensure they do meet the needs of the service user and will be amended if required.	they are identified as being affected.
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Part B: Feedback and further mitigation

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

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Completed EqIAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.