

Equality Impact Assessment (EIA): Social Care – The Way Forward

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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Executive Lead / Head Sign off:

Executive Lead(s)		Executive Head:	
Date:		Date:	

Relevance Test – 'A Proportionate Approach'

Not all of the proposals or strategies we put forward will be 'relevant' in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer 'yes' to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y√	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, 'knock-on' effects for other business units, our reputation, finances, legal obligations or service provision) 	Y√ Y√ Y√	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome?</p>	<p>To develop a more effective and efficient Children’s Social Care Service by:-</p> <ul style="list-style-type: none"> • The creation of a Public Service Trust (LIST) across all agencies to allow for the ‘pooling’ of budgets and the attraction of external investment. • The development of an integrated delivery model for all aspects of Children’s Social Care in partnership with Health services. • The delivery of a new ‘community’ focus for children’s services enhancing partnership between professionals and with communities (Early Help Practices – EHP).
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>All public agencies will benefit from the more efficient and effective use of resources.</p> <p>All communities will benefit from a more efficient and effective Children’s Social Care Service.</p> <p>Ultimately the beneficiaries will be children and young people.</p>

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
3.	Have you considered the available evidence?	Underpinning the whole proposal will be the opportunity to promote good relations with communities, advance opportunities for children and young people through a new community based delivery model. A pilot scheme (the Community Hub) has been running for the past year with positive feedback and outcomes.
4.	How have you consulted on the proposal?	<p>In considering how Children's Services can be delivered in a more joined approach with health and care organisations across Torbay discussions (primarily with local health organisations) have been ongoing for a number of months. Discussions have also been given to more radical approaches to service delivery in the face of ongoing, reducing public sector resources. The proposal has been put together with the support of senior executives from the relevant services.</p> <p>Moving forward, the proposals for an improvement programme will, by its nature, involve ongoing consultation through its implementation. A project board including representation from a range of different agencies will be established.</p> <p>The impact of outcomes on service users will be monitored through the implementation of the Children's Services Participation Strategy.</p>
5.	Outline the key findings	As part of the Pioneer Project, the community hub has been established as a pilot programme. The findings from that pilot and the discussions with senior executive has shaped the proposal for the innovation programme.
6.	What amendments may be required as a result of the consultation?	As the programme contains a range of new developments there will be an ongoing consultation process that will further shape the innovative model.

Positive and negative equality impacts

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups	<i>There are no negative impact from this proposal</i>		
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	Support for children and young people will be identified earlier therefore promoting greater opportunities		
	People with caring Responsibilities	No Impact		
	People with a disability	No Impact		
	Women or men	No Impact		
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	No Impact		
	Religion or belief (including lack of belief)	No Impact		
	People who are lesbian, gay or bisexual	No Impact		
	People who are transgendered	No Impact		
	People who are in a marriage or civil partnership	No Impact		
	Women who are pregnant / on maternity leave	No Impact		
	Socio-economic impacts (Including impact on child poverty issues and	Support will be identified earlier therefore promoting positive impact on child poverty		

No	Question	Details		
	deprivation)			
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	Support will be identified earlier therefore promoting positive impact on Public Health.		
8.	Cumulative Impacts – Council wide	The wider support of the proposals will be to develop more effective services (to the benefit of public agencies) and more effective services (positive outcomes).		
8b	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	The proposals have a positive cumulative impact on all agencies and clients through more effective and efficient systems.		

Section 3: Mitigating action

No	Action	Details		
9.	Summarise any negative impacts and how these will be managed?	There will be possible workforce implications through the integration process, the impact of these will be minimised through an effective management system project.		

Section 4: Monitoring

No	Action	Details		
10.	Outline plans to monitor the actual impact of your proposals	The proposal will be monitored through a Strategic Board and also by the Department for Education from a national perspective.		

Section 5: Recommended course of action *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	State a recommended course of action <i>Clearly identify an option and justify reasons for this</i>	Outcome 1: No major change required - EIA <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i>	✓ ✓	<i>The proposal will be subject to ongoing consultation throughout its implementation – with appropriate modifications made where necessary.</i>

<p>decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</p>			
	<p>Outcome 2: Adjustments to remove barriers – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</p>		
	<p>Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p>		
	<p>Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>		