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Budget Proposals 2013/14: Major Decision: Business Unit: Supporting People

Combined Impact Assessment: Full assessment (Part 2)

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Full Impact Assessment has been developed as a tool to enable business units to fully consider the impact of proposed major decisions on the community. As a council we need to ensure that we are able to deliver the savings that we need to make from the 1st April and be able to justify our decisions through any legal challenge.

This full assessment, combined with the initial review, will evidence that you have fully considered the impact of your proposed changes and carried out appropriate consultation on those changes with the key stakeholders. The Combined Impact Assessment will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Name: Lisa Smith / Tracey Field **Position:** Acting Supporting People Managers

Business Unit: Supporting People **Department:** Supporting People

Date Commenced: November 2012 **Date:** December 2012 v3

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Summary from Overall Proposal (Updated as required)

Proposals – Outline	Savings 2013/14		Implementation Cost Include brief outline + year incurred	Delivery In place 01/04/13 If earlier or later state date	Risks / impact of proposals <ul style="list-style-type: none"> Potential risks Impact on community Knock on impact to other agencies 	Type of decision*		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Cumberland Complex <ul style="list-style-type: none"> Reassessment of current clients needs due to potential that there is a duplication in services currently provided 		100		On-going	<ul style="list-style-type: none"> Move to outcomes based support plans Client needs will continue to be met 	N/A	N/A	N/A

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p><i>Outline exactly what the proposal is / whether there is any change including reasons for the change. List the key objectives of the proposal/strategy.</i></p> <p>The proposal is to reconfigure the service provided within the Cumberland Complex to a model of support and care to ensure clients are receiving appropriate services. There are a number of clients within the service who in addition to their support needs have a package of care. The proposal is to assess the needs of each client and put a sunset agreement in place with the provider to meet the assessed support and care needs of those clients currently in the service. The single contract will roll-in existing packages of care which currently total £75,000, rolling this in will create a clear cost saving of £75,000 from the social care budget, over and above the cost avoidance that the contract will provide.</p> <p>The key objectives are</p>

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No	Question	Details
		<ul style="list-style-type: none"> • To avoid cost shunting across to care • To ensure clients are a service that is appropriate to their needs • To realise a saving of £100,000 within the Supporting People budget
2.	Who is intended to benefit / who will be affected?	<p><i>Who are the key stakeholders / which individuals / specific groups may benefit from the proposal or who will be most affected?</i></p> <p>Clients of the service will receive clearly defined care and support, as per their needs. The work will generate savings to the SP and ASC budgets</p>
3.	What is the intended outcome?	<p><i>It is important to identify the specific outcomes that this proposal intends to deliver.</i></p> <p>To improve governance and quality arrangements for the contracting of this service. For the Authority to have a clearer view of the resource going into this service. Outcomes for clients will be improved as they will be clearly defined.</p>

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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
4.	Have you considered the available evidence?	<i>Consider data and research already available locally and nationally. Your assessment should be under-pinned by up-to-date and reliable information about the different groups the proposal is likely to affect. For instance, population profile, satisfaction data, deprivation statistics and how this helps to build a picture around your proposal.</i>
5.	How have you consulted on the proposal?	<p><i>Have you carried out any consultation on your proposal and if so how? Focus groups / survey / events? Remember that it may be important to also consult on any alternative options. Also include who you have consulted with and if applicable which specific groups you have consulted with (i.e. groups who may be specifically affected by your proposal, specific equality or hard to reach groups).</i></p> <p>Discussed with provider Discussed with commissioners Discussed with MH community team leaders</p>
6.	Outline the key findings	<p><i>Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</i></p> <p>The provider is happy that this enables a continuation of this service.</p>
7.	What amendments may be required as a result of the consultation?	<i>Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i>

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Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why.</i>		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally			This proposal is around a specific group of 34 people so would not impact on wider society
	Older or younger people	The majority of the clients are older people and they will benefit from a more clearly defined service model		
	People with caring responsibilities	Carers and families will be reassured that their family member will be receiving support and care appropriately		
	People with a disability	The majority of the clients have some level of disability and they will benefit from a more clearly defined outcome focused service model		
	Women or men			
	People who are black or from a minority ethnic background (BME)			
	Religion or belief (including lack of belief)			
	People who are lesbian, gay or bisexual			
	People who are			

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No	Question	Details	
	transgendered		
	People who are in a marriage or civil partnership		The service is provided for single people only
	Women who are pregnant / on maternity leave		
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and/or foster good relations?	<i>The council is committed to ensuring that we meet the diverse needs of our community. As part of the Equality Act there is a <u>general duty as well as our moral obligation</u> where we are required to have 'due regard' to eliminating unlawful discrimination, advancing equality of opportunity and foster good relations between people who share a protected characteristic and people who do not. Outline how your proposal meets the general duty.</i>	

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Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	<i>Outline any positive impacts that you have identified relating to equalities and how these impacts will be realised most effectively. What ways can the positive impacts be maximised? Use the action plan on page 6 to outline actions, responsible officers and timescales</i>
11.	Summarise any negative impacts and how these will be managed?	<i>Outline any negative impacts that you have identified relating to equalities and how these impacts will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised? Use the action plan on page 6 to outline actions, responsible officers and timescales.</i>

Section 4: Course of Action

No	Action	Details
12.	State a course of action [please refer to action plan on page 9]	<p><i>Clearly identify an option and justify reasons for this 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 below and justify reasons for your decision - If '3' please provide full justification :</i></p> <p>Where: -</p> <p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.</p> <p>The change is one designed to improve and enhance quality and governance, leading to improved outcomes for clients</p>

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Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	<i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented. Please also use the action plan below.</i>

Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment

Action plan

Please detail below any actions you need to take: -

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	<i>This should include actions highlighted from the sections 3, 4 & 5</i>				
2					
3					
4					
5					

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