

## Budget Proposals 2014/15 and 2015/16: Equality Impact Assessment (EIA)

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<b>Business Unit:</b>	<b>Operational Change</b>	<b>Directorate:</b>	<b>Operations</b>
<b>Executive Lead(s):</b>	<b>Cathy Williams</b>	<b>Date:</b>	<b>22/12/14</b>

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

### Executive Lead / Head Sign off:

<b>Executive Lead(s)</b>	<b>Cathy Williams</b>	<b>Executive Head:</b>	<b>Steve Honeywill</b>
<b>Date:</b>		<b>Date:</b>	

**Summary from Overall Budget Proposals:**  
*Copy from Overall Budget Proposal template*

Proposals – Outline	Savings for 2014/15 and 2015/16		Implementation Cost <i>Include brief outline + year incurred</i>	Delivery <i>When will this proposal realise income / savings</i>	Risks / impact of proposals <ul style="list-style-type: none"> <li>• <i>Potential risks</i></li> <li>• <i>Impact on community</i></li> <li>• <i>Knock on impact to other agencies</i></li> <li>• <b><i>If statutory service please state relevant legislation section and Act together with any statutory guidance issued.</i></b></li> </ul>	Type of decision		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Because of changing needs and The Care Act 2014, TSDHCT needs to refresh our policy for short break provision for all adults under one policy and then consider how best to implement this – ensuring we are appropriately supporting the carers with the highest needs and ensuring equitable, value for money provision.					There is potential for negative response/publicity at the consultation phase. This could be viewed in the wider context of budgetary pressures however, our arrangements do require review and need to provide fairer outcomes and equity across the board.			

## Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p><b>Clearly set out the proposal and what is the intended outcome.</b></p>	<p>The proposed Short Breaks Policy (The Policy) will be finalised by February 2015; it aligns current practice and the changes required under The Care Act. The Policy defines what a carer is under the legislation and ensures that The Council's legal duties are exercised appropriately.</p> <p>New arrangements for short breaks will be developed following consultation of The Policy and a subsequent options appraisal for the commissioning and delivery of services to meet the needs of carers in a person centred way.</p>
2.	<p><b>Who is intended to benefit / who will be affected?</b></p>	<p>The Short Breaks Policy underpins Torbay and Southern Devon Health and Care NHS Trust's (TSDHCT) (The Trust's) commitment to supporting carers to continue in their valuable role by ensuring access to a range of services which provide eligible carers with a break from their caring role.</p> <p>It affects all people who potentially may use short breaks – everyone receiving a care package in the community and their carers.</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.	<b>Have you considered the available evidence?</b>	<i>Consider data and research already available locally and nationally. Your assessment should be under-pinned by up-to-date and reliable, factual 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>
4.	<b>How will / have you* consulted on the proposal?</b>  <i>*delete as appropriate</i>	<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 will you / have consulted with and if applicable which specific groups you will / have consulted with (i.e. groups who may be specifically affected by your proposal, specific equality or hard to reach groups).</i>
5.	<b>Outline the key findings</b>	<b>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN:</b> <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>
6.	<b>What amendments may be required as a result of the consultation?</b>	<b>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN:</b> <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>

**Positive and Negative Equality Impacts** *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details		
7.	<b>Identify the potential positive and negative impacts on specific groups</b>	<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. <b>EVERY BOX MUST BE COMPLETED – if there is no impact please state either ‘No Positive Impact’ or ‘No Negative Impact’.</b></i>		
		Positive Impact	Negative Impact	Neutral Impact
	Older or younger people		x	
	People with caring responsibilities		x	
	People with a disability		x	
	Women or men			x
	People who are black or from a minority ethnic background (BME)			x
	Religion or belief (including lack of belief)			x
	People who are lesbian, gay or bisexual			x
	People who are transgendered			x
	People who are in a marriage or civil partnership			x
	Women who are pregnant / on maternity leave			x
	Socio-economic impacts (Including impact on child poverty issues and deprivation)			x

No	Question	Details	
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		X
8a.	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	<i>Are any cumulative impacts identified across your service area from proposals in other departments OR from other service areas? Please explain what these might be (you may need to revisit this section once proposals have been further defined)</i>  NONE	
8b.	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	<i>Are any cumulative impacts identified across your service area from proposals in other public services or partner organisations? Please explain what these might be (you may need to revisit this section once proposals have been further defined)</i>  NONE	

### Section 3: Mitigating action **TO BE UPDATED ONCE CONSULTATION UNDERTAKEN**

No	Action	Details
9.	<b>Summarise any negative impacts and how these will be managed?</b>	<p><i>Outline each negative impacts identified relating to equalities in question 7 and how each impact will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised?</i></p> <p><b><i>There is potential negative impact to frail older people, carers and people with a disability</i></b></p> <p><b><i>This negative impact is the same, that overall care packages will be reduced by a strict adherence to the new policy's proposal that all short breaks be costed from within the RAS. This means that people with learning disabilities, in particular, will find that a vacancy based generous allocation of short break vouchers will reduce.</i></b></p> <p><b><i>The mitigation of this action is a commitment that all assessments are person centered, and allocated amounts based on need – with flexibility dependent on individual circumstances.</i></b></p>

**Section 4: Monitoring** *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
10.	<b>Outline plans to monitor the actual impact of your proposals</b>	<p>The policy's impact on individuals will be monitored at individual review.</p> <p>New arrangements for short breaks will be developed following consultation of The Policy and a subsequent options appraisal for the commissioning and delivery of services to meet the needs of carers in a person centred way.</p>

**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.	<b>State a recommended course of action</b> <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 and justify the reasons for your decision</i>	<b>Outcome 1: No major change required - EIA</b> <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i>	✓	
		<b>Outcome 2: Adjustments to remove barriers –</b> <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i>		
		<b>Outcome 3: Continue with proposal -</b> <i>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'.</i>	✓	<p>The new policy is designed to address inequalities and operational difficulties in current policy and practice.</p> <p>We also need to address concerns in practice issues and concerns from carers:</p> <ul style="list-style-type: none"> <li>• A lack of provision in the residential market – this</li> </ul>

				<p>leads to problems with short break users finding a vacant bed to place their relative and means that forward planning is extremely difficult</p> <ul style="list-style-type: none"> <li>• Review of the existing short breaks voucher system which experiences problems in its application, due to inconsistencies in its application and provision problems (above)</li> <li>• Meeting the needs of very complex people, including those in receipt of Continuing Health Care</li> <li>• The use and efficiency of The Baytree Short Breaks Unit (in house provision).</li> </ul>
		<p><b>Outcome 4: Stop and rethink</b> – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>		