Equality Impact Assessment (EqIA) form: Initial impact assessment

If an officer is undertaking a project, policy change or service change, then an initial impact assessment must be completed and attached alongside the Project initiation document.

EqIA Titular information:

Date:	February 2020
Service:	Adult Services
Project, policy or service EQIA relates to:	**Adult Social Care Strategy 2020-2025**
Completed by:	Sarah Salter
Has the EQIA been discussed at services team meeting:	
Signed off by:	
Sign off date:	

1. **Policy, Project or service information:**

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:
The purpose of the new Adult Social Care strategy is to set out how Adult Social Care services in Wokingham Borough will support vulnerable adults, adults with disabilities and older people to achieve the desired outcomes that are important and personal to them. It will provide the roadmap of Wokingham's ambitions for adult social care in the borough over the next five years – up to 2025, to ensure that all residents are enabled to achieve their personal goals and ambitions, in a context which promotes safety, independence and choice. The strategy will support the Council in meeting its statutory obligations under the Care Act 2014 by setting out our vision and strategic priorities as well as identifying the actions required for Adult Social Care services.

The anticipated outcomes of the strategy by 2025 will be:

- People are accessing community services themselves that allow them to either remain independent in the community or continue to provide care for their loved ones
- There are a wide range of high quality services, including those in the Voluntary and Community Sector that meet our residents low level needs
- Higher numbers of people receiving tailored short term care, that enables them to build on their strengths, learn new skills and continue to live independently
- People are more familiar and confident with technology, particularly to help in reducing social isolation and giving them the security to remain at home
- For those who require long term care, this would be in their own homes allowing them to remain in their communities. There will be a natural step up to extra care to meet their needs and where residential and nursing home is required this will only be for those with the most complex needs

The priorities and outcomes of the Adult Social Care strategy are strongly aligned to the objectives of the Corporate Plan for Adult Services which include shaping the market to ensure there are sufficient numbers of varied, quality care services widely accessible to those with care and support needs; increasing the number of people supported to live independently in their own home; and reducing social isolation and loneliness in older people, people with mental illness and carers.

Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members etc) have/will be consulted and informed about the project or changes:

In producing the Adult Social Care Strategy, large volumes of population and support data from previous years have been analysed as well as data indicating future projections. Data has been used from a wide range of publically available datasets including Projecting Older People Population Information, Projecting Adult Needs and Service Information, the Adult Social Care Financial return and the Adult Social Care Outcomes Framework.

Priorities have been identified through the data and checked with stakeholders.

Internally, the social care leadership team has been consulted, this has been through presentations at meetings and 1 2 1 meetings as required.

External consultation has included a presentation to social care providers at a Care Conference, and through a draft version of the strategy being shared with Involve.

Outline who are the main beneficiaries of the Project, policy change or service change?

The strategy will benefit all vulnerable adults and carers in the borough who use care and support services both now and in the future. It will also benefit social care providers as it clearly articulates the Council's vision and priorities for the next five years and focuses on development of the market by working in partnership to commission appropriate services.

Outline any associated aims attached to the project, policy change or service change:

The four key aims or priorities of the new Adult Social Care strategy are to:

- protect and safeguard adults
- prevent, reduce and delay the need for formal care and support
- promote and support choice and independence
- work in partnership and commission services that deliver quality and value for money

2. **Protected characteristics:**

There are 9 protected characteristics as defined by the legislation:

- Race
- Gender
- Disability
- Gender re-assignment
- Age
- Religious belief
- Sexual orientation
- Pregnancy/Maternity
- Marriage and civil partnership:

To find out more about the protected groups, please consult the EQIA guidance.

3. Initial Impact review:

In the table below, please indicate whether your project, Policy change or service change will have a positive or negative impact on one of the protected characteristics. To assess the level of impact, please assign each group a *Positive, No, Low or High* impact score:

For information on how to define No, low or high impact, please consult the EQIA guidance document.

If your project is to have a positive impact on one of the protected groups, please outline this in the table below.

For details on what constitutes a positive impact, please consult the EQIA guidance.

Protected characteristics	Impact score	Please detail what impact will be felt by the protected group:
Race:	Positive	The ASC strategy recognises that the borough profile is changing and this needs to be taken into account to ensure there is equal access for everyone
Gender:	No	
Disabilities:	Positive	The Adult Social Care Strategy will have the following impact on people with disabilities: • They will receive services that prevent their care needs from becoming more serious, or delay the impact of their needs. • They will access more of the information and advice they need to make good decisions about care and support. • They will have a range of high quality, appropriate services to choose from which will help them to be healthier. • They can achieve greater independence and control over how they want to live.
Age:	Positive	The Adult Social Care Strategy will have the following impact on older people: • They will receive services that prevent their care needs from becoming more serious, or delay the impact of their needs. • They will access more of the information and advice they need to make good decisions about care and support.

		• They will have a range of high quality, appropriate services to choose from which will help them to be healthier. • They can achieve greater independence and control over how they want to live
Sexual orientation:	No	
Religion/belief:	Positive	The ASC strategy recognises that the borough profile is changing and this needs to be taken into account to ensure there is equal access for everyone
Gender re-assignment:	No	
Pregnancy and Maternity:	No	
Marriage and civil partnership:	No	

Based on your findings from your initial impact assessment, you must complete a full impact assessment for any groups you have identified as having a low of high negative impact. If No impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must report on this initial assessment and it must receive formal approval from the Assistant Director responsible for the project, policy or service change.

Initial impact assessment approved by….

Date:….

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