

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:	16/11/2021
Service:	Adult Services
Project, policy or service EQIA relates to:	Direct award of contract for statutory adult services to Optalis Ltd.
Completed by:	Sarah Sesay
Has the EQIA been discussed at services team meeting:	Yes
Signed off by:	Wesley Hedger
Sign off date:	

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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.

<p>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:</p> <p>To agree a new 24-month contract for Adult Statutory Services directly awarded to Optalis Ltd.</p> <p>Optalis has been our Local Authority Trading Company (LATCo), delivering our Adult Social Care Services in the borough for the last 10 years. We want to continue the benefits of the arrangement we currently have with Optalis and work with them to grow and develop new services in the local area.</p> <p>The statutory services delivered by Optalis contribute to the Vision of the Wokingham Borough Corporate Delivery Plan 2020 – 2024 to make the borough a better place to live, learn, work, and grow and a great place to do business, and more specifically the priority ‘Safe, Strong Communities’ and support the priorities set out in the Adult Social Care Strategy 2020-25.</p>
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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:

How we are delivering the project:

Optalis in partnership with WBC are committed to transforming local services available to vulnerable adults aged 18-and over with learning disabilities, mental health, complex needs and associated physical disabilities, to improve services that can support them to lead full and rewarding lives with better outcomes in the community.

Optalis in partnership with WBC will engage with a wide range of community organisations and developing natural support networks. This will include supporting people to identify risks and develop strategies that help them to keep safe in the community.

Governance arrangements in place:

Full Council approval is required due to the value of the contract. The approval process, prior to the Council meeting, includes agreement by other stakeholders including Optalis, WBC commissioners, Adult Social Care Leadership Team.

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

Main beneficiaries of the Project:

The customers: Sustainable services with the right level of care and support to meet their needs.

WBC: Sustainable care provision delivered by a provider with experience of delivering high quality service owned by the council.

The local community: No impact

Optalis: No impact

By ensuring we undertake a review and needs assessment, and we can ensure that what we commission in the future is evidence based. It is essential that we engage key partners and customers to gather intelligence about the current service and assess whether it meets the needs of our population with care and accommodation needs, whilst at the same time identify gaps in our existing provision and reviewing the use of community assets.

<p>Outline any associated aims attached to the project, policy change or service change:</p> <p>We aim to commission a service that meets customer need and is the best use of limited resources. To deliver personalised quality, care and support arrangements which is sustained and continue to be an essential part of the overall support provided to the customers and their carers.</p>
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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:	Reason for Impact Score
Race:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.
Gender:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.
Disabilities:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s). Vulnerable individuals and groups are supported and looked after as the reduction still has staff and back up support available 24/7	This is no change to the current contract terms.
Age:	No impact	Vulnerable individuals and groups are supported and looked after as the reduction still has staff and back up support available 24/7	This is no change to the current contract terms.
Sexual orientation:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.
Religion/belief:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.
Gender re-assignment:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.

Pregnancy and Maternity:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.
Marriage and civil partnership:	No impact	The project, policy or service change or redesign will have no impact, positive or negative, on the protected group (s).	This is no change to the current contract terms.

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 or 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.... Wesley Hedger

Date:....

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