

Equality Impact Assessment (EqIA) form: the initial impact assessment

1. Process and guidance

The purpose of an EqIA is to make sure that the council is meeting the needs of all our residents by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways.

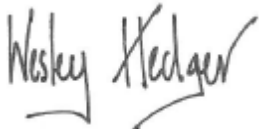
The council has a two stage EqIA process:

- Stage 1 - the initial impact assessment
- Stage 2 - the full impact assessment.

This form is for use at Stage 1 of the process. This must be completed when undertaking a project, policy change, or service change. It can form part of a business case for change and must be completed and attached to a Project Initiation Document. The findings of the initial impact assessment will determine whether a full impact assessment is needed.

Guidance and tools for council officers can be accessed on the council's Tackling Inequality Together intranet pages.

Date started:	18/7/22
Completed by:	Pamela Iyer
Service:	Strategy and Commissioning
Project or policy EqIA relates to:	Carers commissioned service reprocurement 2022
Date EqIA discussed at service team meeting:	3 rd August 2022
Conclusion (is a full assessment needed?):	No full assessment needed

Signed off by (AD):	
Sign off date:	3 rd August 2022

2. Summary of the policy, project, or service

This section should be used to summarise the project, policy, or service change (the proposal).

What is the purpose of the proposal, what are the aims and expected outcomes, and how does it relate to service plans and the corporate plan?

Purpose: Unpaid and family carers support many people with health and social care needs to stay in good health and remain at home, and this additional funding will be used to better identify, acknowledge and support more carers in the borough. Many carers experienced high levels of mental health and social isolation difficulty as a result of the covid epidemic. It is proposed that the budget for carers commissioned services be boosted by an additional £100k in order to facilitate improvements. As this is a variation in cost of more than 10% of the current contract, the service must go out to competitive tender again under the Council's procurement rules.

Aims and outcomes: The aim is for carers in Wokingham to be ably support to maintain their caring role, live a life outside of caring and fulfil their own health and wellbeing, as per the Carers Strategy 2020 – 2025. Expected outcomes include:

- Fewer statutory care referrals as carers are better supported to prevent, reduce and delay the need for formal care and support
- People who are looked after by an unpaid or family carer live more years in better health
- Wokingham's businesses, organisations and schools have greater awareness of carers needs, and carers know where to go for help
- More carers in Wokingham are identified and supported

Service plans and corporate plans: This project relates to the Carers Strategy and the ASC Strategy. It delivers on the Community Vision priorities of Enriching Lives and Changing the way we work for you in that carers' lives will be improved by better support and that this procurement will be linked to the strategic action plan for carers (implementing the Carers Strategy).

How will the proposal be delivered, what governance arrangements are in place and who are the key internal stakeholders?

This is additional funding, increasing budget for carer's services by 50% enabling more carers to be identified and receive support.

The proposal will be delivered via:

1. Full open tender for Information, Advice and Support for Carers
2. Direct Award to Optalis of the flexible sitting service to support carers who need to leave their loved one while the carer attends hospital or other appointments.

Governance – Executive Report and Procurement Strategy Report to September 2022 Executive. via Carers Steering group/Strategic Procurement Board and ASCLT

Key internal stakeholders – DASS, AD S&C, AD PHIP, AD ASC, Optalis(see Stakeholder Analysis)

Who will be affected by the proposal? Think about who it is aimed at and who will deliver it.

Unpaid Carers who support family or friends

Cared-for people and other family members

ASC staff

Existing provider and their staff

Communities in Wokingham: VCS services must all work harder to ensure seldom heard communities have the same opportunity to access services as the majority demographic. This means that services, including carers services, must consider pro-active outreach to these communities and how best to effect engagement, including whether this means partnering with other organisations in that community.

Services should also consider whether there are historic variations in levels of trust and engagement from some communities, and what the reasons for that may be.

3. Data & Protected Characteristics

This section should be used to set out what data you have gathered to support the initial impact assessment.

The table below sets out the equality groups that need to be considered in the impact assessment. These comprise the nine protected characteristics set out in the Equality Act 2010 and other priority areas defined by the council.

Age	Disability	Gender reassignment	Marriage and Civil Partnership	Pregnancy/Maternity
Religious belief	Race	Sex	Sexual Orientation	Socio-economic disadvantage

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What data and information will be used to help assess the impact of the proposal on different groups of people? A list of useful resources is available for officers on the Council’s Tackling Inequality Together intranet pages.

Information directly from Service users via co-production work undertaken by Jodie Reichelt and Tim Holland
 Demographic data from JSNA, MHNA
 Equality plan information
 Ethnically Diverse Staff Network – internal staff network
 Residents’ Equality Forum – cross-borough network for residents
 Other staff networks and consultation with Equalities lead BG
 Consult with refugee groups including Reading Refugee Support Group

4. Assessing & Scoring Impact

This section should be used to assess the likely impact on each equality group, consider how significant any impacts could be and explain how the data gathered supports the conclusions made.

Scoring impact for equality groups	
Positive impact	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations
Neutral or no impact	The proposal has no impact or no disproportionate impact.
Low negative	The proposal is likely to negatively impact a small number of people, be of short duration and can easily be resolved.
High negative	The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people.

Referring to the Scoring table above, please give an impact score for each group, explain what the likely impact will be, and briefly set out how the data supports this conclusion.

Equality group	Impact score	Impact and supporting data
Age	Positive	The majority of carers are older adults, caring for older adults. Expanding this service will have a positive effect on that demographic.
Disability	Positive	People who are cared for by an unpaid or family carer are more likely to also be disabled. Expanding this service will have a positive effect on that demographic.
Gender reassignment	Neutral	At present, data does not indicate that there are members of this group included in these services. However, as the service is expected to increase pro-active outreach, it is likely that more people in this group will be engaged. At that point this assessment will be revised to include information as we receive it.
Marriage and Civil Partnership	Neutral	This project will not specifically impact people in this group in any notable way.
Pregnancy/Maternity	Neutral	This project will not specifically impact people in this group in any notable way.
Religious belief	Neutral	This project will not specifically impact people in this group in any notable way.
Race	Positive	As part of the tender, bidders will be specifically asked about pro-active outreach to BAME communities, who are historically underrepresented in these services, according to population data.
Sex	Positive	A larger number of unpaid and family carers in Wokingham are women; expanding this service will have a positive effect on this group.
Sexual Orientation	Neutral	This project will not specifically impact people in this group in any notable way.

Socio-economic disadvantage	Positive	A number of carers experience poverty as they are unable to work and therefore are more likely to be on a low income. This expanded service will be able to offer more and better quality advice on benefits maximisation and direct to sources of financial support.

5. Conclusion and next steps.

Based on your findings from your initial impact assessment, you must complete a full impact assessment if you have identified any groups 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 include reference to the initial assessment in any associated reports, and it must receive formal approval from the Assistant Director responsible for the project, policy, or service change.

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