



WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

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Date assessment commenced:	19/04/2018
Date assessment completed:	14/06/2018

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	<p>This Equality Impact Assessment relates to the recommendations in the Cabinet report (12th July 2018) on a set of proposals for the redesign of the provision of overnight unit based short breaks for children with disabilities.</p> <p>A consultation on the proposals has been completed (January to April 2018) and as a result the original proposals have been revised, following the receipt of feedback from families and professionals, and the receipt of additional financial information from the Worcestershire Health and Care NHS Trust (WHCT).</p> <p>Overnight short breaks are provided at 4 units in the county by both the Council and WHCT. A pre-consultation review of the provision took account of:</p> <ul style="list-style-type: none">• Current capacity of the units• Current assessed need of families accessing the provision• Suitability of the accommodation and facilities• The potential to deliver additional capacity at each unit and/or to spot purchase provision• The average cost of an overnight stay at each provision• Geographical spread of provision and families• The potential to meet needs through 1:1 support and/or overnight family based provision <p>The future service re-design proposals are outlined in full in the Cabinet report (link to 14th December 17 report) but can be summarised as:</p> <ol style="list-style-type: none">1. Review the needs of all families accessing overnight units to ensure that the needs of carers and children with disabilities are met in the most appropriate way
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	<p>2. Cease the funding of delivery of short breaks at the Ludlow Road unit in Kidderminster</p> <p>3. Increase of provision at Providence Road unit in Bromsgrove by the flexible use of one or two additional bedrooms</p> <p>4. Review of the use of Osborne Court in Malvern to ensure that the current capacity is used effectively.</p> <p>The report to Cabinet (link to July 18 report), of which this EIA forms part, contains a revised set of recommendations which take account of the feedback received and additional financial information now available.</p> <p>This EIA is in relation to the recommendations in the July 2018 Cabinet report and not the original set of proposals.</p>
Is this a new or an amended policy?	Amended
Does the policy form part of a wider programme which has already been screened for equality relevance?	No

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	The aim of this work is to ensure a sustainable, long term approach to the provision of overnight unit based short breaks for children with disabilities.
Intended outcomes:	<p>The intended outcomes are:</p> <p>(1) Provision that is financially sustainable and meets the assessed needs of children with disabilities and their families</p> <p>(2) Choice and flexibility for families in the longer term including provision that can be accessed using personalised budgets and direct payments</p> <p>(3) Provision that supports the transition to adulthood for young people with disabilities</p>
Please summarise how these outcomes will be achieved?	The recommendations to Cabinet support the development of robust contractual arrangements, the development of a wider set of provision by engagement with the provider market, co-production of future service delivery, particularly in relation to transition arrangements, and increased flexibility and choice over time.
Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?	



Stage 2 - Information gathering/consultation

Please give details of data and research which you will use when carrying out this assessment:	The data and research used in this assessment is contained in the Cabinet reports of 14 th December 2017 and 12 th July 2018 including the Position Statement on current provision attached as appendix to the December report and the results of the consultation process and further research contained in the July report, together with the findings of the Scrutiny Task Group report on the consultation.
Please give details of any consultation findings you will use when carrying out this assessment:	Details of the responses to the consultation process are contained in full within the July 2018 Cabinet report. In summary responses were received to the consultation via: <ul style="list-style-type: none">• On-line survey• 1:1 meetings with all families currently accessing Ludlow Road unit• Family meeting with Councillor Roberts• Petition (on-line and paper)• Formal responses received directly from families and organisations
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	Recommendations in the report relate to clarity of contractual arrangements and to the views of families
Please summarise relevant findings from your research/consultation:	Key findings from the consultation include: <ul style="list-style-type: none">• concerns about the impact of a change of provision (for those accessing Ludlow Road), particularly for young people approaching 18 and a possible move to adult provision;.• questions and concerns as to the cost, capacity and flexibility of the proposed provision and whether any savings would result from the proposed changes;.• questions and concerns as to whether units run by the Council could meet the health needs of children and young people currently accessing NHS (Worcestershire Health and Care Trust) run provision;.• overall support for the proposal to assess the needs of families;.• opposition to the proposal to cease funding for



Ludlow Road and concerns about the possible impact on families accessing other units and .

- concerns as to whether reviewing the provision at Osborne Court would lead to a loss of flexibility and/or emergency provision.

Recommendations in the Cabinet report have been formulated in response to these concerns and include:

(insert here when finalised)

Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

Protected characteristic	Adverse	Positive	Neutral
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please provide details of all positive and adverse impact you have identified:	<p>Positive and negative impacts have been identified from the consultation findings in relation to the original proposals, however it is felt that the foreseen negative impact of the proposal in relation to Ludlow Road is mitigated by the recommendations in the Cabinet report.</p> <p>The recommendations (as opposed to the original proposals) have at this time a neutral impact for most and the potential for a positive impact for families wishing to access the Providence Road unit.</p>
Where possible please include numbers likely to be affected:	A relatively small number of families access the units included in these proposals (no to be included for all units)
Where potential adverse impact has been identified, can continuation of the proposed	<p>Yes</p> <p>If yes, please explain your reasons: As stated above the</p>



policy be justified?	responses to the consultation have resulted in recommendations that seek to respond to the findings and additional information provided during the process.
Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty ?	Yes, in respect of equality of opportunity, the aims of this service redesign are that choice and flexibility of provision can be increased. There may also be some negative impact as services transform but these changes would be subject to further consultation and impact assessment.
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. 2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it. 3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it. 	

Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

Planned action	By who	By when	How will this be monitored

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	The recommendations within the Cabinet report (July 18), if agreed, will be taken forward as part of the work plan of the Early Help and Commissioning service together with colleagues in Children's Social Care and Adult Services.
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Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	This forms part of the commissioning process
How frequently will intended outcomes be evaluated?	This forms part of the commissioning process
Who will be responsible for monitoring and evaluation?	This forms part of the commissioning process
How will you use the monitoring and evaluation results?	This forms part of the commissioning process



Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:	Debbie Herbert	14/06/2018
Lead Officer:		Click here to enter a date.
Service Manager:	Sarah Wilkins	Click here to enter a date.