



**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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Job Title:	Provider Services Manager
Service area:	Provider Services
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Date assessment commenced:	25/05/2019
Date assessment completed:	25/05/2019

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

Name of the function, strategy, project, policy or procedure being assessed:	Provider Services Strategy
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:	<ul style="list-style-type: none"> • Rebrand Provider Services as Worcestershire County Council Care and Support Services • Implement the recommendations made for each service following the Best Value Review • Implement and embed the vision and purpose within the services
Intended outcomes:	<p>There are different outcomes for each service:</p> <p>Homecare and related functions:</p> <ul style="list-style-type: none"> • Side by Side - The service shall reduce to create better value, but maintain its focus as a specialist dementia service for people with dementia. Work collaboratively with the market to develop best practice and market choice. • Night Sitting and Night Services - Both services will form and become a component of the re-design of UPI or 'Re-ablement' Service



	<ul style="list-style-type: none"> • Urgent Promoting Independence - Potential to re-design system - focus is required on 'Reablement' Model and create 'Avoidance' service at front door. • Homecare Call Centre and Risk Team -These functions support all or many of the Provider Services – these functions will be reviewed as part of the above recommendations. • Service of Last Resort (SOLR) - SOLR should be seen as part of a wider service (e.g. Side by Side) and the individuals it serves clearly understood and defined. • Relief Pool - Review the management and use of the resource in order to ensure an efficient and effective service. <p>Learning Disabilities Day Opportunities:</p> <ul style="list-style-type: none"> • Continue to provide high quality day opportunities for people with a learning disability in order to maintain them at home and support their carers. <p>Shared Lives:</p> <ul style="list-style-type: none"> • Growth and expansion of the model <p>Exmoor Drive:</p> <ul style="list-style-type: none"> • Develop Best Practice model and collaborate with the market <p>Replacement Care (sometimes referred to as respite) – based at Worth Crescent and Pershore Short Breaks:</p> <ul style="list-style-type: none"> • Work collaboratively with the market to develop alternative provision, developing capacity where required and maximising occupancy. <p>The Woodlands:</p> <ul style="list-style-type: none"> • Source provision from external market <p>Howbury House:</p> <ul style="list-style-type: none"> • Work collaboratively with the care market to develop residential care for older people with dementia • Consider possible partnership approaches that develop different ways of providing care • Explore the options for developing high needs dementia provision
<p>Please summarise how these outcomes will be achieved?</p>	<p>The Provider Services Strategy is expected to be implemented over a period of time. Each piece of work will be carried out in a planned way to ensure results are achieved, whilst not detracting from the overall vision and purpose of the strategy.</p> <p>The implementation of the strategy will be done in a staged manner so as to embed the practice and learning in services effectively.</p>
<p>Where an existing policy is to be amended please summarise</p>	<p>In July 2014 Cabinet endorsed the approach to Provider Services in line with the 'Commissioning Council' ethos adopted in May</p>



principle differences between the existing and proposed policies?	<p>2014. At this meeting Cabinet agreed a series of recommendations aimed at outsourcing much of Provider Services.</p> <p>Since then, the view of how the Council operates its Provider Services has been shaped by changing priorities and the current market position. The principle difference in recommendations now is that the in-house provision is, with the exception of The Woodlands, recommended to remain in-house.</p>
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Stage 2 - Information gathering/consultation

Please give details of data and research which you will use when carrying out this assessment:	<p>Information relating to people currently using the services.</p> <p>Information relating to people currently employed in services.</p>
Please give details of any consultation findings you will use when carrying out this assessment:	<p>It is expected that consultation will be required for those people currently tenant at The Woodland, and for staff who are employed there.</p> <p>No other consultation is anticipated.</p>
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:	It is worth noting that any feedback from consultation will be incorporated into the process of decision making. If it is required that the Equality Impact Assessment is updated following consultation, then this will also be completed.
Please summarise relevant findings from your research/consultation:	The information regarding staff employed and service users has been used to determine the current size of services. This information does not directly impact on the aims of the Provider Services Strategy, but informs some of the pieces of work required to implement it, such as developing communication plans and staff training required. As each piece of work is planned, relevant information will be used to inform planning.

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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input 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"/>

<p>Please provide details of all positive and adverse impact you have identified:</p>	<p>It is anticipated that by developing a medium term plan for the current Provider Services, there will be some stability for employees in those services. Developing best practice models will ensure that services are high quality. Services are aimed mainly at Older People and those people with Learning Disabilities, so positive impacts are expected for those people with these Protected Characteristics. It is expected that collaboration with the external market will mean that best practice is shared wider than the in house provision, which may result in positive impacts in the wider community.</p>
<p>Where possible please include numbers likely to be affected:</p>	<p>Within the in-house services numbers fluctuate, so it is difficult to give numbers. In addition, as benefits are realised for the wider community through other providers, this number will increase over time.</p>
<p>Where potential adverse impact has been identified, can continuation of the proposed policy be justified?</p>	<p>Choose an item. If yes, please explain your reasons: Not applicable</p>
<p>Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty?</p>	<p>Please indicate which of these aims is achieved through this policy: All Please explain how the policy contributes to achievement of any aims you have selected: The implementation of the Provider Services Strategy will be done in a way which eliminates unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, for example, through robust consultation processes. The service models will be based on Best Practice, and will promote opportunities for people who have one or more of the Protected Characteristics. In addition, the promotion of the services through collaboration will ensure that people are seen as part of a community, whether or not they share a Protected Characteristic.</p>
<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
Pending Cabinet endorsement of the Provider Services Strategy, a project plan is to be completed to ensure all elements are factored in, including any consideration to Equality	Senior Project Manager	Already completed	Monitored through regular project meetings
Pending Cabinet Approval – consultation to be carried out relating to the provision at The Woodlands. Findings and feedback to be used to inform the decision.	Service Lead	Pending approval	Project Meetings

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	The second action is included as part of the overall Project Plan.
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Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	Monitoring will take place at Project Meetings
How frequently will intended outcomes be evaluated?	As the Strategy is expected to be implemented over time, outcomes will be evaluated over appropriate periods as actions are implemented.
Who will be responsible for monitoring and evaluation?	Service Lead
How will you use the monitoring and evaluation results?	Results will inform future planning.

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:	Morgan Price	25/05/2019
Lead Officer:	Morgan Price	25/05/2019
Service Manager:	Morgan Price	25/05/2019