

EQUALITY IMPACT ASSESSMENT SCREENING FORM / SUSTAINABLE DEVELOPMENT CHECKLIST

Appendix I

Name of Policy/Service: Supporting People Programme Grant – 2016/17 proposals			
Assessor(s):	Directorate:	Department:	Date assessed:
Chris Robinson	Commissioning	SCH & SP	24 th February 2016
Report Author	Date:	Cabinet/Council Date:	
Chris Robinson	24 th February 2016	8 th March 2016	

EQUALITY IMPACT ASSESSMENT SCREENING

1 Purpose of Policy/Service:

To supplement the current SP provision with generic floating support and social inclusion support in the 4 pace-based communities in Monmouthshire; to increase the provision of housing based support for young people and care leavers; reducing the resource available to older people floating support; changing accommodation based support for physical and sensory disabilities to floating support

2 Which groups of people is the policy/service likely to effect (either positive, negative or neutral)?

	Positive	Negative	Neutral		Positive	Negative	Neutral
Age	X	X		Race	X		
Disability	X	X		Religion or Belief	X		
Gender reassignment	X			Sex	X		
Marriage or civil partnership	X			Sexual Orientation	X		
Pregnancy and maternity	X			Welsh Language			X

Please explain the nature of the effect:

Positive: 6 FTE generic floating support workers in the communities increases the accessibility to needs based support – totally tenure and protected characteristic neutral. There is a net increase of 3 FTE workers in the SP programme – ie more support available throughout the County

Negative: Support to older people reduced by 2.5 FTE, however current demand has caused in-year clawbacks of grant – ie provider failed to deliver 70% of contracted hours. Phys & Sens Dis – service users used to accommodation support – replaced by floating support.

3 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on any group(s)? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

On the contrary, the evidence is that older people services are over provisioned for the current demand – clawbacks have been implemented in 15/16 when the provider has been unable to deliver at least 70% of contracted demand.

In Phys & Sens Dis, the service users have no realistic potential to be resettled or achieve a higher degree of independence and their SC&H and accommodation arrangements are such that there is no realistic threat of homelessness

4 Is there any evidence (actual or hypothetical) for a negative impact or discriminatory effect on staff? Please describe adverse effects and tick relevant groups. If no negative impact please state evidence for this conclusion.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

Implementing the pilot place based services ensures that staff within the older people’s services have alternative employment – without the pilot there would be negotiations to reduce the older people provision to match demand – ie jobs could be lost.

In Phys & Sens dis accommodation based services, the removal of accommodation based support will trigger further negotiations with SC&H. There will be a duty to ensure that appropriate care and support are delivered. The impact from these negotiations will need to be considered in an EqIA at that time

5 What data has been used for this assessment?

Provider invoiced hours for older people services; SPPG outcome analysis for period 7 (1 April to 30 September 2015)

6 Please indicate below whether you consider this policy/service to have a high, medium or low risk as follows:

	Risk of Inequality		
	High	Medium	Low
Are a large number of people affected?		2	
Is the potential impact significant?			1
Is the scale/cost to the Authority significant?			1
Score	4		

Scoring

- 3 Minor No significant impact No further action required
- 4 - 6 Medium Some impact Further consultation to decide whether full impact assessment is necessary
- 7 - 9 High Significant impact Full impact assessment

7 Is a full equality impact assessment required? A high rating in question 6 will require a full assessment. A medium rating will require, as a first stage, further consultation in order to determine whether a full impact assessment is required

No

The significant increase in generic floating support means that housing based support will be available to more people on a tenure and protected characteristic neutral basis. Any service potentially affected through an apparent reduction of service will be able to access support through this generic resource – hence potential negative impacts are neutral in fact.

PEOPLE IN MONMOUTHSHIRE BENEFIT FROM AN ENVIRONMENT THAT IS DIVERSE, VIBRANT AND SUSTAINABLE

Elements	Contribution			Evidence	Ideas for Improvement
	-	0	+		
What contribution does this make to:					
Reduce, reuse and recycle waste and water		0			
Reduce carbon dioxide emissions by increasing energy efficiency or use of renewable energy		0			
Prevent or reduce pollution of the air, land and water		0			
Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)		0			
Protect or enhance visual appearance of environment		0			
Reduce car and road freight mileage, and encourage public transport, walking and cycling			X	Support closer to the service users	
Have a positive impact on people and places in other countries		0			

PEOPLE IN MONMOUTHSHIRE LIVE HEALTHY AND FULFILLED LIVES

Elements	Contribution			Evidence	Ideas for Improvement
	-	0	+		
What contribution does this make to:					
Ensure that more people have access to healthy food			x	Social inclusion activities to include cooking & budgeting etc	
Improve housing quality and provision			x	Housing and tenancy based support increased across the County	
Reduce ill health			x	Generic floating support linked to integrated SC & H services	
Improve facilities and choice of health care provision			x	Support available to effective listeners in Health service	
Encourage physical activity			x	Social inclusion activities to include physical activities	
Promote independence			x	The basic principle of SPPG – resources increased	

PEOPLE IN MONMOUTHSHIRE LIVE SAFELY AND ARE PROTECTED FROM HARM

Elements	Contribution			Evidence	Ideas for Improvement
What contribution does this make to:	-	0	+		
Encourage community participation/action			X	Place-based housing and social inclusion support will impact positively on all these criteria	
Targets socially excluded			X		
Help reduce crime and fear of crime			X		
Improve access to local facilities for all local people, regardless of age, gender, ability etc.			X		

PEOPLE IN MONMOUTHSHIRE BENEFIT FROM EDUCATION, TRAINING AND SKILLS DEVELOPMENT

Elements	Contribution			Evidence	Ideas for Improvement
What contribution does this make to:	-	0	+		
Improve access to education and training			X	3 extra support workers to be employed. Youth Transition focused on employment training and education	
Value and support voluntary work			X	The SP resource in the place based communities supports all these criteria	
Increase and improve access to leisure and recreation facilities			X		
Increase and improve access to cultural facilities			X		

PEOPLE IN MONMOUTHSHIRE BENEFIT FROM AN ECONOMY WHICH IS PROSPEROUS AND SUPPORTS ENTERPRISE AND SUSTAINABLE GROWTH

Elements	Contribution			Evidence	Ideas for Improvement
What contribution does this make to:	-	0	+		
Protect local shops and services		0			
Link local production with local consumption		0			
Improve environmental awareness of local businesses		0			
Increase employment for local people			x	The 3 extra support staff are likely to be locally employed	
Preserve and enhance local identity and culture		0			
Consider ethical purchasing issues, such as Fairtrade, sustainable timber (FSC logo) etc		0			

