

## EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

<b>A. Summary Details</b>		
1	Title of EIA:	Reshaping Trafford Social Care Offer
2	Person responsible for the assessment:	Diane Eaton, Joint Director for Adults (Social Care)
3	Contact details:	Tel: 912 2705
4	Section & Directorate:	Children, Families & Wellbeing, Adult Social Care - Operations
5	Name and roles of other officers involved in the EIA, if applicable:	Anne Barlow, Head of Service (Social Care) Mark Grimes, Lead Commissioner (Adult Social Care)

<b>B. Policy or Function</b>		
1	Is this EIA for a policy or function?	Policy <input checked="" type="checkbox"/> Function <input type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input checked="" type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input type="checkbox"/>
3	What is the main purpose of the policy/function?	To realign the Social Care Offer to ensure that available resources are targeted to individuals to build resilience and maximise independence. Trafford will meet people's eligible needs at the lowest economic cost, whilst taking into account our legal obligations. The revised offer will include the re-scoping of eligible need for Social Care support. In complying with our statutory duty to meet eligible needs, Trafford would seek alternative solutions to meet eligible need, ie shopping, domestics, cleaning and meal preparation. Trafford will wherever

		possible utilise all assistive technology and equipment available before any public sector offer is considered. Each individual's personal benefits will wherever possible be utilised before transport or care will be considered. Current models of support will be redesigned and in particular linked to supported accommodation with Learning Disability and Mental Health Services looking at larger numbers of people living together and sharing support at a lower cost, reconfiguring extra care to support people with a greater level of need. Trafford will shape and develop the market to ensure that alternative solutions to meet low level needs are identified and where a gap has been identified, develop services. Trafford will audit available locality based resources as part of the formulation of a Directory of Resources.
4	Is the policy/function associated with any other policies of the Authority?	Policies in place linked to Community Care legislation ( and forthcoming Care Act), Charging Policy. Further policies will be developed to underpin the revised offer, which is in line with the development of locality working and integrated service provision with health.
5	Do any written procedures exist to enable delivery of this policy/function?	Consultation documents, Guidance for Panel, Transport Policy, implementation of the Care Act from April 2015 and associated social care practices.
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No. Processes are delivered according to relevant legislation principally the NHS and Community Care Act, National Assistant Act and Care Act
7	Who are the main stakeholders of the policy? How are they expected to benefit?	Service users of Trafford's Social Care offer, families and carers. Communities of Trafford. People will be supported to maximise and maintain independence.

8	How will the policy/function (or change/improvement), be implemented?	Under the reshaped offer, as part of Trafford's usual review process a reassessment of an individual person's need by Social Care assessment will be completed, leading to a revised care plan; this will ensure we continue to meet eligible need, and discharge our statutory duty. Furthermore, it is proposed that each affected individual's personal circumstances will be taken into account.
9	What factors could contribute or detract from achieving these outcomes for service users?	The lack of a reasonable alternative solution to meet need.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Effective and accessible housing and accommodation is required to enable people to live independently at home. Equipment provision will need to be increased. Good accessible transport is required to enable travelling.

### C. Data Collection

1	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Data is available for people in receipt of Social Care services by age, gender, ethnicity and primary client type.
2	Please specify monitoring information you have available and attach relevant information*	Please see spreadsheet attached. In terms of ethnicity, our current provision is good, as we provide services to a greater proportion of people classed as 'non-white' than the proportion in the general population i.e. in the age group 18-64, we provide services to 16.1% of people classed as 'non-white'; 14.1% of people in the general population are 'non-white'. In the age range 65+, 5.9% of our service users are 'non-white' compared to 4.8% of 'non-white' people in the general population.

3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	
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*\*Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

<b>D. Consultation &amp; Involvement</b>		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	No
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	<p>A Consultation process was designed to include this proposal and ran from 21/10/14 – 20/12/14. The most consistent comment was in relation to affordability. However, this would apply to all service users within the protected characteristic groups. The proposal is about alternative provision, some of which may prove to be more cost effective for the service user.</p> <p>A mixed method approach for the consultation process was used to ensure that the maximum number of people were able to participate in the consultation process. These were: online &amp; postal surveys, street surveys, drop-in sessions, focus groups, emails, telephone calls, and Council run consultation events.</p>

		<p>All these events were advertised on a consultation website attached to the Council website and the information was disseminated via a range of 66 forums and services. Forum leaders and service managers committed to circulating the information on to service users. The Council also sent out a press release to increase interest in the consultation events.</p> <p>In addition, surveys for Adult Social Care were developed for existing service users in both electronic and hard copy surveys format. Hard copies of the survey were posted to 5394 service users with a stamped addressed return envelope to encourage participation. Focus groups were advertised via the website and members of the public could book onto them. They were also advertised via the network of 66 forums and meeting groups.</p>
3	<p>**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?</p>	<p>Access issues in terms of information can create a number of barriers. We have used a range of consultation methods to accommodate people's varying access requirements.</p> <p>The Adult Social Care Team organised two focus groups in Trafford College for students with learning difficulties and consultations for a range of groupings for communities of identity, including disabled people where tailored and accessible methods were used to address access and information requirements. Public meetings were held throughout the Borough in each locality, led by the Leader of the Council and Council elected members, so that residents had the opportunity of attending an event within their geographical area. Easy reading material was also produced and circulated as appropriate. Street surveys were designed to reach a range of service users and non - service users who may not wish to travel to a drop-in consultation or complete a survey. There was one drop in session in each of the four areas of Trafford run in buildings that were low / no cost as advised by the Council. The drop-in sessions were informal opportunities for the</p>

		<p>public to speak to the research team. They consisted of three tables manned by a consultant each and interpreters for Bengali, Punjabi and Polish speakers were available. The consultation website also provided people with an email address and an electronic comment box so that they could submit long individual messages if they wanted to. This provided people with ICT access a means of communicating with the consultation team without having to attend an event. The public were also invited to call the research team to give their views in person by telephone enabling them to contribute if they were not able to leave the house and were not able to access technology.</p>
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*\*\*It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

**E: The Impact – Identify the potential impact of the policy/function on different equality target groups**

*The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low*

	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
<b>Gender</b> – both men and women, and transgender;		<input checked="" type="checkbox"/>		The reshaped offer will impact on all service user groups and will be delivered consistently based on the reassessment of need as part of usual review schedules. Services will focus on people who have the greatest need.
Pregnant women & women on maternity leave		<input checked="" type="checkbox"/>		
Gender Reassignment		<input checked="" type="checkbox"/>		
Marriage & Civil Partnership		<input checked="" type="checkbox"/>		
<b>Race-</b> include race, nationality & ethnicity (NB: the experiences may be different for different groups)		<input checked="" type="checkbox"/>		Generally because of demographics, services are provided to more older women than men. However, as service provision will continue to be based on the meeting of eligible need, there should be no disproportionate impact.
<b>Disability</b> – physical, sensory & mental impairments		<input checked="" type="checkbox"/>		
<b>Age Group</b> - specify eg; older, younger etc)		<input checked="" type="checkbox"/>		
<b>Sexual Orientation</b> – Heterosexual, Lesbian, Gay Men, Bisexual people		<input checked="" type="checkbox"/>		Whilst the impact may be considered medium in terms of

<p><b>Religious/Faith groups</b> (specify)</p>		<input checked="" type="checkbox"/>	<p>potential changes in service , and people may view this negatively, the reshaped offer is designed to distribute resources in an equitable fashion according to need.</p> <p>The shaping of Trafford’s market will take into account the culturally diverse needs of its communities.</p> <p>Furthermore, each affected person will be assessed and their personal circumstances will be taken into account.</p> <ol style="list-style-type: none"> <li>1. The Council is proposing to meet people’s eligible needs at the lowest economic cost .</li> </ol> <p>Decision about service provision will need to bear in mind the requirements of Human Rights Legislation, for example people’s right to family life.</p> <ol style="list-style-type: none"> <li>2. The Council is proposing to ensure all benefits are</li> </ol>
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				<p>utilised before a service offer is made.</p> <p>People with the highest level of impairment may be those in receipt of the highest levels of benefit. Consideration will need to be made of for example disability related expenditure and access to alternative services.</p> <p>3. The Council is proposing that some low level services may not be directly funded by the Council, however, individuals will be signposted to reasonable alternatives.</p> <p>No person will be left without a service until a review has taken place and appropriate available alternatives have been identified.</p> <p>We will ensure a carers assessment is completed, where relevant.</p>
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**As a result of completing the above what is the potential negative impact of your policy?**

**High**

**Medium** ✓

**Low**

**F. Could you minimise or remove any negative potential impact? If yes, explain how.**

Race:	Please see above for mitigation action.
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	
Disability:	
Age:	
Sexual Orientation:	
Religious/Faith groups:	
Also consider the following:	
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?
2	Could the policy have an adverse impact on relations between different groups?
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?

**G. EIA Action Plan**

Recommendation	Key activity	When	Officer Responsible	Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan,	Progress milestones	Progress
There will be an action plan produced once decision is made on the proposals. This will dovetail into the programme of work which will underpin the implementation of this proposal, once decided.						

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed *Mark Grimes*  
 Lead Officer Mark Grimes  
 Date 6/2/15

Signed *Diane Eaton*  
 Service Head Diane Eaton  
 Date 6/2/15