

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Supported Living
2	Person responsible for the assessment:	Dimitrios Tsatsaris
3	Contact details:	Dimitrios.tsatsaris@trafford.gov.uk
4	Section & Directorate:	Adult Social Care – Children, Families and Wellbeing
5	Name and roles of other officers involved in the EIA, if applicable:	Jackie Roberts – HR Business Partner Karim Farnham - Senior Accountant Diane Eaton – Director of Adult and Children Services

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	We have reduced the total hours of the senior support workers from 127.5 to 90 per week. There were no redundancies following this reduction. Following evaluation of activity at each property, we have stopped the sleep in duties in 3 out of four properties, because these properties already have a waking night staff member on duty 10pm to 7am.

		As backup to these lone workers we have introduced an on call system every night 8pm to 8am.
4	Is the policy/function associated with any other policies of the Authority?	Yes – Trafford Council’s Lone Working Policy
5	Do any written procedures exist to enable delivery of this policy/function?	Yes. 1) Trafford Council’s Lone Working Policy and 2) On Call Procedure We have engaged with all stakeholders during consultation and their input was included in putting measures in place to reduce risks related to lone working, such as risk assessments, guidelines, star key locks etc.
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	Service users Service manager Senior support workers Support workers (daytime and waking nights) Social workers Mental health professionals Families
8	How will the policy/function (or change/improvement), be implemented?	Following a consultation with all stakeholders and Unison. The consultation involved the 4 senior support workers currently in post. There was an initial meeting followed by one to ones with the seniors during the 30 day period of the consultation. Support workers were briefed during team meetings and waking night staff were briefed separately in two sessions. At the same time, families were consulted separately; mental health professionals and social workers were able to give their input in meetings with the service manager. The Union

		was also invited to have an input in this process.
9	What factors could contribute or detract from achieving these outcomes for service users?	<ul style="list-style-type: none"> • Failure to implement on call would jeopardise the new structure. • Changes in need of individual clients – this would be addressed separately should this occur.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Finance and HR at Trafford Council

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?	42 staff members and 15 service users However, this consultation impacted primarily the senior support workers, 4 and the service manager (included in the on call roster)
2	Please specify monitoring information you have available and attach relevant information*	Of the 42 staff members, 32 are women and 10 are men. Of the 4 senior and the 1 service manager, 3 are men and 2 are women, 4 are white British and 1 is white European.
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	n/a

**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*

D. Consultation & Involvement		
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)	Staff members (seniors)- one to one meetings and joint briefings held. Staff members (support workers) – team briefings held. Service users and their families – one to one meetings have been completed. Community Learning Disabilities Team and mental health professionals – one to one and/ or joint meetings.
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	Meetings have been arranged at appropriate times for staff, social workers, service users and families. Lack of interest/ response from families of service users to attend/ get involved.

***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

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;			x	None
Pregnant women & women on maternity leave			x	None
Gender Reassignment			x	None
Marriage & Civil Partnership			x	None
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)			x	None
Disability – physical, sensory & mental impairments			x	None
Age Group - specify eg; older, younger etc)			x	None
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			x	None
Religious/Faith groups (specify)			x	None

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

Neutral

F. Could you minimise or remove any negative potential impact? If yes, explain how.	
Race:	N/A
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	N /A
Disability:	N/A
Age:	N/A
Sexual Orientation:	N/A
Religious/Faith groups:	N/A
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? N/A
2	Could the policy have an adverse impact on relations between different groups? No
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? N/A

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

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

Signed by *Dimitrios Tsatsaris*

Dimitrios Tsatsaris
Registered Manager

Date - 15/1/19

Signed by 

Diane Eaton
Corporate Director for Adults Services

Date - 15/1/19