

Equality screening and Full Impact Assessment template

Note: Please delete guidance notes (in italics) after completing the form

Name of a policy / procedure / function / project: Aiming High For Disabled Children Programme

Date: 3rd September 2010

Carried out by: Melanie Theobald

Name	Role
Melanie Theobald	AHDC Advisor

Aims of the policy / procedure / function / project:

The aim of the programme is to implement the Government's transformation programme for disabled children's services (0-19 years) in England to be completed by March 2011. The programme is led jointly by the Department for Education (formally the Department for Children, Schools and families) and the Department of Health. There are two aspects to this transformation programme. Firstly, the transformation of how services and support is provided to disabled children and their carers and secondly, funding for a significant increase in the level of short breaks.

The strategy covers the delivery of a Full Service offer for short breaks and a core offer covering:

Information

Information about services must be easily accessible

Participation

Services must fully involve disabled children and young people and their families in developing the support services that they receive

Assessment

Assessment must be integrated and co-ordinated across service areas so that families are not asked the same questions about their needs by different agencies and professionals

Feedback

Services must gather feedback to inform how services are developed in the future.

Stakeholders:

The main stakeholders are disabled children and young people and their families across the whole of CWAC. Other stakeholders include professionals from the Local Authority such as Education, Social care, Connexions, Health, voluntary agencies and partners who develop and deliver services.

Considering the purpose of the Equality Impact Assessment process, is the policy (function, procedure etc.) relevant?

Yes No

Potential impact on target groups:

Target group	Potential impact <i>Please describe</i>	Measures currently in place
<p>Race <i>(also ethnicity, nationality and associated aspects such as culture and language)</i> Gypsies and Travellers</p>	<p>Possible negative impact as whilst work was done to identify numbers of ethnic minority disabled children and young people in the planning stage and this is written into the AHDC Delivery Plan, CWAC has less than 1% BME population so those from a minority group may feel doubly isolated (being disabled and from a BME group). Further work needs to be undertaken to proactively increase the uptake of services via BME population and ensure true participation and communication occurs with marginalised groups. Short break services may need to be designed to reflect cultural expectations of minority groups and contracts need to be evaluated and monitored on this basis.</p>	<p>Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme.</p> <p>In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.</p>
<p>Disability <i>(consider full rainbow of mental and physical impairments: mobility, manual dexterity, speech, hearing, learning, understanding, visual sight, MS, cancer, HIV etc.)</i></p>	<p>Positive impact as there is a dedicated ring fenced budget/grant which is to be used for the sole purpose of transforming disabled children services.</p>	<p>Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme.</p> <p>In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.</p>
<p>Gender <i>(consider associated aspects e.g. safety, single-parenting, caring responsibility, potential for bullying and harassment,</i> Transgender</p>	<p>Positive impact as programme is inclusive of all disabled children regardless of gender.</p>	<p>Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full</p>

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
		<p>Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme.</p> <p>In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.</p>
<p>Sexual orientation <i>(includes heterosexual, lesbian, gay, bi-sexual)</i></p>	<p>Positive impact as this programme is inclusive of all disabled children regardless of their sexual orientation. It is important to ensure that commissioned services demonstrate how they will appropriately assist disabled children in this area. This needs to be included in contact monitoring.</p>	<p>Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area There is significant internal and external scrutiny of the AHDC programme.</p> <p>In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.</p>
<p>Age <i>(including all groups - children, young people, working age, elderly)</i></p>	<p>Positive impact as programme has a dedicated budget/grant which will shape and target resources for disabled children and young people 0- 19 years old. Resources can be targeted to areas where there is a lack of service e.g. older disabled children 13 plus</p>	<p>Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme.</p> <p>In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.</p>
<p>Religion and belief <i>(the most common religions include Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Nonconformists)</i></p>	<p>Possible negative impact as whilst work was done to identify numbers of ethnic minority disabled children and young people in the planning stage and this is written into the AHDC Delivery Plan, CWAC has less than 1% BME population so those from a minority group may feel doubly isolated. Short break services may need to be designed to reflect cultural expectations of minority groups.</p>	<p>Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme.</p> <p>In addition there is ongoing parental and disabled young person</p>

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
	Commissioned services must address the holistic needs of disabled children and respect and value diversity, religious and cultural norms of all groups.	involvement to monitor and evaluate transformation of disabled children's services.
Rural issues	Possible negative impact whilst this has been considered in the commissioning of services it is essential to ensure that short break services are monitored to ensure that there is take up from rural areas in CWAC. The provision of appropriate transport to support all short break services being run should greatly reduce the risk.	Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme. In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.
Socio-economic issues	Positive impact upon non working parents of disabled children and young people. Research has shown that many parent carers have significantly low incomes as they are unable to work and are socially disadvantaged. Some element of Short break services provided by AHDC will be available to all parents regardless of income introducing true equality of opportunity for all disabled children and young people.	Outcomes are measured against the AHDC Delivery Plan. This is done by the AHDC Steering group, Together For Disabled Children quarterly visits which measure outcomes against the AHDC Full Service offer and Local Area Implementation plan (Laimp). There is significant internal and external scrutiny of the AHDC programme. In addition there is ongoing parental and disabled young person involvement to monitor and evaluate transformation of disabled children's services.
Other <i>(there may be other target groups relevant to your service)</i>		

Is the Policy/Function likely to have an impact on Human Rights? Yes

We all have basic human rights which must be upheld. Human rights are about ensuring Fairness, Respect, Equality, Dignity and Autonomy (FREDA) for everyone. Everyone has the right to enjoy their basic human rights such as right to life and not be treated in an inhuman or degrading manner, protected by the Human Rights Act 1998.

Evidence:

- Local Area Implementation Plan feedback forms from short break providers to develop future services

- Parental and young persons consultation groups – Parents Forum, Disabled Young Persons Champion Forum etc to ensure services are meeting required outcomes
- Undertaking ‘mystery shopper’ approach to check out commissioned short break services understanding of equality and diversity
- National research/scrutiny carried out by Together for Disabled Children (TDC) to influence future developments.

Proposed actions (to be reflected in the Service plans):

Actions emerging from the “ Potential impact on target groups” and the” Evidence” sections in order to address any gaps

Action	Target date	Responsibility
Develop a robust contract monitoring process that ensures all commissioned services demonstrate an understanding of difference and work proactively to increase take up of services by BME population.	Before 31 st march 2011.	AHDC Project Advisor

Rating:

In light of the above how would you rate the impact of your policy/function etc. on any of the target groups, for guidance please see footnotes.

	Race	Disability	Gender	Sexual orientation	Age	Religion & belief	Rural Issues	Other
High¹ <i>Please continue below</i>								
Medium² <i>Please exit the process</i>	√					√		
Low³		√	√	√	√		√	

¹ High = significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with service users, general public, employees

² Medium = some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with service users, general public etc. but not urgent

³ Low = almost bordering with non relevance to the EIA process (heavily legislation led - very little discretion exercised, limited public facing aspect)

Please exit the process								
----------------------------	--	--	--	--	--	--	--	--

IMPORTANT!

Only policies (functions, procedures etc.) rated as high have to be fully Impact Assessed. Full Impact Assessment requires consultation with members from the target groups highlighted as being at the receiving end of any potential impact. EIA consultation exercises will be undertaken by relevant service with the help and support of the Research and Intelligence team and Equality and Diversity Officers.

Full Equality Impact Assessment part:

Affected target group <i>(e.g. people with disabilities)</i>	Race	Disability	Gender	Age	Religion & belief	Rural
Any particular segment within the target group <i>(e.g. people with learning disabilities)</i>						
Specific issues to be a subject of consultation <i>(e.g. how could the Council make its annual financial results understandable to people with learning disabilities, what support needed etc.?)</i> Please contact the Research and Intelligence team: beverley.wilson@cheshirewestandchester.gov.uk						
Outcomes of consultation						
What changes have been made as a result of the consultation outcomes						
Feedback given to the consultees? Yes/No						

Melanie Theobold

Lead person responsible the EIA

.....

Approved by Head of Service

Date: 20 September 2010

Next review of the EIA, measures put in place, changes:

(high – 1 year, medium – 2 years, low – 3 years)