

**Equality screening and Full Impact Assessment template**

**Name of a policy / procedure / function / project: Implementation of Patch Teams**

**Date: 16 December 2009**

<b>Name</b>	<b>Role</b>
Mick McNamee	Policy/function holder (strategic perspective)
Alison Ainsworth	Policy/function holder
Di Dunkerley	Strategic perspective
Petra Dexter Duskova	Equality and Diversity (external perspective)

**Aims of the policy / procedure / function / project:**

**-a part of internal restructuring in order to maximise efficiency, effectiveness and deliver a service in fair and consistent way**

**Stakeholders:**

**Employees; Service users (18+); CQC; Elected Member – a portfolio holder; Community service Western Cheshire PCT; 3<sup>rd</sup> sector organisations**

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

Yes  No

<b>Potential impact on target groups:</b>		
<b>Target group</b>	<b>Potential impact</b> <i>Please describe</i>	<b>Measures currently in place</b>
<p><b>Race</b> <i>(also ethnicity, nationality and associated aspects such as culture and language)</i></p> <p><b>Gypsy and Travellers</b></p>	<p><b>Language</b></p> <p><b>Culture (care for adults, different expectations based on past experience from home countries etc.)</b> <b>Qualifying rules for various groups (e.g. Asylum seekers)</b></p> <p><b>Statistically low referrals (initial welfare assessment as a gateway; a robust process via Children assessment)</b></p> <p><b>A potential issue with Contact Centre being the first point of contact for Adults' services (training, staff awareness, consistency)</b></p>	<p>Corporate arrangement for language provision</p> <p>Fully addressed in the overarching Fair Access to care IA (Strategic Commissioning)</p> <p>Liaise with the Children's services (Barbara Pickford) concerning referrals</p> <p>Reveal details through the planned IA of the Contact Centre; address issues with the Customer Care senior manager</p>
<p><b>Disability</b> <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><b>Positive impact for service users -</b></p>	<p><b>Specialist knowledge (previously concentrated) now distributed across Patch Teams in order to achieve greater flexibility for service users</b></p> <ul style="list-style-type: none"> <li>- shorter dealing time</li> <li>- moving away from compartmentalisation (LD/Mental Health/Physical impairment etc.)</li> </ul> <p><b>Agreements in place with specialist 3<sup>rd</sup> sector organisations (e.g. sensory impairment)</b></p>
<p><b>Gender</b> <i>(consider associated aspects e.g. safety, single-parenting, caring responsibility, potential for bullying and harassment,</i></p> <p><b>Transgender</b></p>	<p><b>No impact</b></p>	
<p><b>Sexual orientation</b> <i>(includes heterosexual, lesbian, gay, bi-sexual)</i></p>	<p><b>Positive impact via the Patch teams and Personal budgets agenda</b></p>	<p><b>More involvement and consultation needed</b></p>
<p><b>Age</b> <i>(including all groups - children, young people, working age, elderly)</i></p>	<p><b>Introducing the more flexible arrangement means that the Service employees will be exposed to a much wider range of issues (e.g. pregnancy, childcare,</b></p>	<p><b>Staff training</b></p>

<b>Potential impact on target groups:</b>		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
	<b>employment for specialists previously dealing with 65+ Adults)</b>	
<b>Religion and belief</b> <i>(the most common religions include Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Nonconformists)</i>	<b>Positive impact via the Patch teams and Personal budgets agenda</b>	
<b>Rural issues</b>	<b>Positive impact for service users:</b>	<b>Focus on local solutions (3<sup>rd</sup> sector)</b>  <b>Patch teams scope matches closely with APBs; ensure fair distribution of work</b>  <b>Greater flexibility</b>
<b>Socio-economic issues</b>		
<b>Other</b> <i>(there may be other target groups relevant to your service)</i>		

<p><b>Is the Policy/Function likely to have an impact on Human Rights?</b></p> <p><i>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.</i></p> <p><b>All the HR principles ( Fairness, Respect, Dignity and Autonomy ) apply</b></p>
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<p><b>Evidence:</b></p> <p>Consultation with employees (staff briefing on new structures); data captured in PARIS system</p>
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<p><b>Proposed actions (to be reflected in the Service plans):</b></p> <p><i>Actions emerging from the " Potential impact on target groups" and the" Evidence" sections in order to address any gaps</i></p>		
Action	Target date	Responsibility
Review service users feedback and consult with disability, age and rural groups concerning impact	September 2010	Alison Ainsworth, Mick McNamee
Liaise with strategic	January 2010	Alison Ainsworth, Mick McNamee

commissioning (and R&I) concerning feedback forms improvement		
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<b>Rating:</b>								
<i>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.</i>								
	Race	Disability	Gender	Sexual orientation	Age	Religion & belief	Rural Issues	Other
<b>High<sup>1</sup></b> <i>Please continue below</i>								
<b>Medium<sup>2</sup></b> <i>Please exit the process</i>	✓	✓	✓	✓	✓	✓	✓	
<b>Low<sup>3</sup></b> <i>Please exit the process</i>								

**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.**

<sup>1</sup> 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

<sup>2</sup> 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

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

**Full Equality Impact Assessment part:**

<b>Affected target group</b> <i>(e.g. people with disabilities)</i>	<b>Race</b>	<b>Disability</b>	<b>Gender</b>	<b>Age</b>	<b>Religion &amp; belief</b>	<b>Rural</b>
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: <a href="mailto:beverley.wilson@cheshirewestandchester.gov.uk">beverley.wilson@cheshirewestandchester.gov.uk</a>						
Outcomes of consultation						
<b>What changes have been made as a result of the consultation outcomes</b>						
Feedback given to the consultees? Yes/No						

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**Lead person responsible the EIA**

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**Approved by Head of Service**

**Date: December 2010**

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

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