

Equalities Screening Record Form

Date of Screening:	Directorate: Adult Social Care and Health	Section: Older People and Long Term Conditions
1. Activity to be assessed	Please give full details of the activity Consultation on re-provision of some domiciliary care services for people with long-term conditions.	
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input checked="" type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing	
4. Officer responsible for the screening	Mira Haynes, Chief Officer: Older People and Long Term Conditions	
5. Who are the members of the EIA team?	Naoma Dobson Sally Palmer Lynne Lidster	
6. What is the purpose of the activity?	Please describe briefly its aims, objectives and main activities as relevant. Consultation on re-providing 187 hours per week of home care within the independent.	
7. Who is the activity designed to benefit/target?	1. Promote choice in line with Personalisation 2. Achieve efficiencies for that council that will allow available funds to be re-directed to personal budgets, thereby enabling people with long-term conditions to take control of their own lives.	
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason. What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information, etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data.
8. Disability Equality	Y	Community: There will be no reduction in the level of support hours individuals receive. It is also the case that most people have signed agreements stating they understand that the service is short-term and aimed at moving support into the independent sector. However, some people may experience short-term adverse emotional impact at having a change of carer.
9. Racial equality	N	All BME community members, whether staff or people using the service will be treated in exactly the same manner, but full consideration will be given to cultural
		There are BME staff within the LTC Team.

		needs.	
10. Gender equality	Y	Staff: 90% of staff affected are female, in keeping with domiciliary care services nationally, where some 80% of staff employed by adult social care are female. Community: there is no adverse impact in terms of gender equality as there is a reasonable balance between males and females who use the current service.	Of the 9 people currently supported, 3 are male and 6 are female. Of the 20 staff who may be affected, 2 are male and 18 are female.
11. Sexual orientation equality	N	There are no sexual orientation equality issues identified.	BFC has a policy of respecting people's wish to be supported by a same-sex carer wherever possible.
12. Gender re-assignment	N	Nothing in this proposal will impact differently on people who have undergone gender re-assignment.	To the best of our knowledge, no one affected by this proposal has undergone gender re-assignment.
13. Age equality	N	Both staff and people using the services represent a range of age-groups.	The service supports people between 18 and 100 and at least one staff member is over 65.
14. Religion and belief equality	N	The majority of BFC residents self-identify as Christians (77.8 %) with the second largest group (19.4%) holding no religious beliefs.	On the basis of local demographics, it is expected that at least 2-3% of people affected will hold non-Christian religious beliefs.
15. Pregnancy and maternity equality	N	Bracknell Forest's Maternity Equality Policy will be upheld.	There are at present no staff or people in receipt of the services affected by this consultation who come within this category.
16. Marriage and civil partnership equality	N	This proposal does not impact on marriage or civil partnerships.	
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.		Please explain: Some 26% of affected staff are part-time workers and as such may be on low incomes. However, this is well below the UK-wide average of 49% of directly employed adult social care staff who are part-time workers. Only a small percentage of the overall number of people who receive support from BFC would be affected were the consultation to result in re-provision to the independent sector. CQC rates independent providers in Bracknell Forest as good to excellent. Care Governance meets regularly to review the performance of all commissioned services and those judged under-performing are red-flagged until there is evidence of improvement.	
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?		Please explain: If this consultation results in re-provision of some 187 hours of support for people with long-term conditions moving to the independent sector, then it will result in more efficient and effective services by enabling the resulting efficiencies to be re-invested in personal budgets, thereby enabling individuals with long-term conditions to live the life they choose.	

19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Please explain: The fact that more female staff will be affected if this consultation leads to a change in service provision simply reflects national and indeed international demographics. In the UK 80% of domiciliary support staff are female whilst the figure in the US is 90%.		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	Please explain for each equality group
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?			
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	Please explain your decision. If you are not proceeding to a full equality impact assessment make sure you have the evidence to justify this decision should you be challenged. If you are proceeding to a full equality impact assessment please contact Abby Thomas.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
All those with BFC-Commissioned support will be re-assessed for Personal Budgets to enable them to live the life they choose.	On-going	Naoma Dobson	All people for whom BFC commissions services will have created a personal support plan and be in receipt of a Personal Budget.
If staff become at risk, all vacancies will be ring-fenced to minimise job-losses.	If and when staff are at risk	Naoma Dobson	
24. Which service, business or work plan will these actions be included in?	ASCH Modernising Older People's Services		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please list: Consultation with PCT (who commission the bulk of the care under consideration for re-provision), any people who receive long-term support commissioned by BFC via the LTC Team, staff and trades unions in order to minimise the impact on people with disabilities, female and part-time staff.		
26. Chief Officers signature.	Signature:		Date: 29/10/11
27. Which PMR will this screening be reported in?	3rd Quartile		

When complete please send to abby.thomas@bracknell-forest.gov.uk for publication on the Council's website.