


## Equalities Screening Record Form

<b>Date of Screening:</b> 26 <sup>th</sup> January 2016	<b>Directorate:</b> Adult Social Care Health and Housing	<b>Section:</b> Older People & Long Term Conditions	
<b>1. Activity to be assessed</b>	Support with Confidence. PA register and approval process.		
<b>2. What is the activity?</b>	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change		
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
<b>4. Officer responsible for the screening</b>	Alison Cronin		
<b>5. Who are the members of the EIA team?</b>	Alison Cronin, Angela Harris, Sue White, Josh May		
<b>6. What is the purpose of the activity?</b>	To co-ordinate and manage a register of Personal Assistants. To approve every worker through a series of checks including enhanced DBS. To support people to find suitable workers to meet their assessed needs.		
<b>7. Who is the activity designed to benefit/target?</b>	People with support needs who wish to use a Personal Assistant.		
<b>8. a Racial equality - Is there an impact?</b> 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.	Y	N x	Neutral
<b>8. b What evidence do you have to support this?</b> E.g equality monitoring data, consultation results, customer satisfaction information etc.	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of race equality.		
<b>9. a Gender equality - Is there an impact?</b> 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.	Y	N X	Neutral
<b>9. b What evidence do you have to support this?</b>	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender equality.		
<b>10. a Disability equality - Is there an impact?</b> 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.	Y X	N	Neutral
<b>10. b What evidence do you have to support this?</b>	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of disability equality.		
<b>11. a Age equality - Is there an impact?</b> 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.	Y x	N	Positive
<b>11. b What evidence do you have to support this?</b>	Many of the people benefit from the use of a PA. By being able to access self employed PAs, people who need		

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	support to live independently will benefit from this enhanced service.		
<b>12. a Religion and belief equality - Is there an impact?</b> 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.	Y	N X	Neutral
<b>12. b What evidence do you have to support this?</b>	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender equality.		
<b>13. a Sexual orientation equality - Is there an impact?</b> 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.	Y	N x	Neutral
<b>13. b What evidence do you have to support this?</b>	There is no evidence at this time to suggest an adverse or positive impact is experienced on the basis of gender equality.		
<b>14. 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.</b>	Carers – Positive People with support needs are better able to meet these using the Direct Payment to purchase support from approved PA reducing the demand on their carers to provide this support. Low incomes – positive Purchasing support from Support with Confidence allows people the opportunity to compare the individual costs charged by PAs i.e. 'shop around', which may allow them to purchase support that is lower than purchasing support through agency workers whilst being a simpler process than directly employing staff.		
<b>15. 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?</b>	N/A		
<b>16. 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?</b>	10. Disability Most of the people choosing to purchase support from a PA have a disability or long term condition. Whilst the provider may choose to market their service in the private sector, the contract from the council will be regarding people who have been assessed as having support needs which they may choose to meet using a direct payment.		
<b>17. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>	Y	N x	
<b>18. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	On-going contract monitoring of the Support with Confidence provider. Looking at who is accessing the service, both people with support needs and workers.		
<b>19. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	Y	N x	
<b>20. 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.</b>			

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Action	Timescale	Person Responsible	Milestone/Success Criteria
On-going contract monitoring	quarterly	Contracts	People accessing Support with Confidence are representative of the local population
21. Which service, business or work plan will these actions be included in?	Contract monitoring		
22. Have any current actions to address issues for any of the groups or examples of good practice been identified as part of the screening?			
23. Chief Officers signature.	Signature:  Date: 03/02/2016		