

Equality impact assessment for financial plans

Financial Plan	Medium Term Service & Resource Plan 2011/12- 2013/14
Name of directorate and service	Adult Social Care & Housing
Name and role of officers completing the EIA	Jane Shayler, Programme Director, Non-Acute Health, Social Care & Housing; Sarah Shatwell, Associate Director, Non-Acute & Social Care; Lesley Hutchinson, Assistant Director, Safeguarding & Personalisation; Corinne Edwards, Associate Director, Unplanned Care & Long Term Conditions; Mike MacCallam, Associate Director, Learning Difficulties & PSI
Date of assessment	1 December 2010

This Equality Impact Assessment (EAI) is used to systematically analyse a financial plan to identify what impact or likely impact it will have on different groups within the community. It should identify any discriminatory or negative consequences for a particular group or sector of the community but will also highlight beneficial impacts.

It is intended that this is used as a working document throughout the EIA process, with a final version including the action plan section being published on the Council's and NHS Bath and North East Somerset's websites.

1. Identify the scope of the financial plan		
	Key questions	Answers / Notes
1.1	<p>Briefly describe the aims of the financial plan including</p> <ul style="list-style-type: none"> How the financial plan is delivered and by whom If responsibility for its implementation is shared with other services or organisations Intended outcomes 	<p>Our guidance shows us that the plan is used to:</p> <ul style="list-style-type: none"> <i>To facilitate the delivery of the Services responsibility within the Council's Corporate Plan and Bath & North East Somerset's Community Strategy and to achieve established policy priorities</i> <i>To ensure maximum economy, efficiency and effectiveness in the use of financial resources</i> <i>To ensure the sustainability of the Council's budget in the medium term</i> <i>To facilitate proactive, strategic management of the Council's budget</i> <i>To guarantee responsiveness to an ever-changing and uncertain financial climate</i>
1.2	<p>Provide brief details of the scope of the financial plan being reviewed, for example:</p> <ul style="list-style-type: none"> Is it a new financial or review of an existing one? Is it a national or legislative requirement? How much room for review is there? 	<p>The Medium Term Service & Resource Plan for 2011/12-2013/14 sets out the key influences affecting adult social care and housing services in the next 3-5 years; the changes that we want to make in order to be able to deliver our vision and priorities, and proposed actions to achieve financial balance in an increasingly challenging local and national context. It is a refresh of the Medium Term Service & Resource Plan 2010/11-2012/13.</p>
1.3	<p>Do the aims of the financial plan conflict with any other financial plan or service activity of the Council or Partnership?</p>	<p>No</p>

2. Consideration of available data, research and information

You need to show that you have made decisions based on evidence. Monitoring data and other information can help you analyse whether you are developing fair financial proposals: a decision which is informed by relevant local and national data about equality is a better quality decision. Please consider the availability of the following as potential evidence:

- Demographic data and other statistics, including census findings
- Recent research findings
- Results from recent consultation or surveys
- Service user monitoring data (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
- Information from relevant groups or agencies, for example trade unions and voluntary and community organisations
- Analysis of records of enquiries about your service, or complaints or compliments about them
- Recommendations of external inspections or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What is the equality profile of the employees who will be affected by this financial plan?	The equality profile of Community Health & Social Care Services employees is set out on page 6 of the Workforce Planning Strategy (attached).
2.2	What equality training have those who developed the financial plan received?	General equalities awareness training; training on undertaking EIAs; service-specific equalities training; managing equalities; Members of the Health & Wellbeing Partnership Equalities Steering Group.
2.3	What is the equality profile of service users who will be affected by this financial plan?	<ul style="list-style-type: none"> • The age profile of B&NES is somewhat older than the national average, though we also have more people than expected in their early twenties due to the two universities. In ten years time, we estimate that people over age 85 will number around 6,800 in B&NES compared with 4,300 in 2007 – an increase of about 50%. • As this older age group grows, the younger age group will fall as a percentage of the total population, particularly those in the age range 50 – 64 which has significant implications for the availability of informal and family care. In 1950 there was a ratio of 1:2 (one person age 50 – 64 to every two people age 85+), in 2007 this ratio was 1:4, and by 2050 it will have risen to 1:12.

		<ul style="list-style-type: none"> • The area's ethnic make up is predominantly white: 94.5% British, Irish or other white compared to the English average of 88.7%. • Research suggests that approximately 2% of the population may have learning difficulties – in Bath and North East Somerset this equates to 3504 people (B&NES population 2009 175,180 Office of National Statistics), of these, approximately 876 (5/1000 population) have Moderate to Severe LDs. More detailed information is available in the Commissioning Strategy for People with Learning Difficulties 2006-2010. • See also, Joint Strategic Needs Assessment for Bath and North East Somerset
	Key questions	Data, research and information that you can refer to
2.4	What do you know about service users' needs in relation to this service area? (e.g. results of customer satisfaction surveys, results of previous consultations) Are there any particular staffing issues? (e.g. high proportion of female workers etc)	<ul style="list-style-type: none"> • The Health & Wellbeing Partnership uses a variety of routes to take into account the needs and experiences of local people, service users and carers. Planning is developed in collaboration with local people using stakeholder events for particular service groups; service users and carers are directly involved in pathway development and service improvement programmes; feedback from Patient Advice and Liaison Service (PALS) and complaints services informs our view of services; service users are invited to inform impact assessments of potential changes; and formal consultation exercises are undertaken on areas of major change. • The combined results of the various strands of ongoing engagement has given the Partnership a clear picture of what people see as important: <ul style="list-style-type: none"> ○ Convenience of access and less waiting ○ Better information, involvement and choice ○ Being treated with dignity and respect ○ Receiving services in environments that are clean and hygienic ○ Receiving services that are safe, effective and efficient ○ Improving health and preventing illness ○ Increasing the personalisation of social care ○ Ensuring more services can be delivered in the community ○ Strengthening services for long term conditions ○ Improving mental health services ○ Increasing the provision of affordable housing ○ Improving access to housing for vulnerable people ○ Greater assistance for carers

		<ul style="list-style-type: none"> Community Health & Social Care Services has 1652 employees comprising 912 people employed by the PCT and 740 employed by the Council. Of these, 91% of PCT employees are female whilst 84% of Council employees are female. More detailed information is available in the CH&SCS Workforce Plan, July 2010. 	
2.5	Are there any gaps in the data, research or information that is available?	None identified.	
3. Assessment of impact			
	<p>Based upon any data you have analysed, or the results of consultation or research, use the spaces below to list how the financial plan:</p> <ul style="list-style-type: none"> Meets any particular needs of each of the equality groups or helps promote equality in some way. Could have a negative or adverse impact for each of the equality groups 		
	Identify the impact / potential impact of the financial plan on	Examples of how the financial plan promotes equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Gender – women and men	No impact identified	Staff in Community Health & Social Care Services are predominantly women (88%) and any staffing reductions will almost certainly have a greater impact on women than on men. However, this is reflective of the overall gender breakdown of the workforce. As further detail of key proposals (for example, the lean systems thinking review of social care), is worked up, careful consideration will be given to whether the staffing impact of the proposals does fairly reflect the make-up of the workforce.

	Identify the impact / potential impact of the financial plan on	Examples of how the financial plan promotes equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this
3.2	Gender identity - transgender people	No impact identified	
3.3	Disability – Disabled people (ensure consideration of a range of impairments including both physical and mental impairments)	<ul style="list-style-type: none"> • Improved access for people with Learning Difficulties to mainstream services • Improved mental health care pathway, including increased emphasis on independent living and recovery orientated activities 	<ul style="list-style-type: none"> • Reduced capacity in Employment Development Service, which focused on people with Learning Difficulties and Physical & Sensory Impairment. Impact mitigated by refocusing of in-house day services on supporting people into employment.
3.4	Age – different age groups	<ul style="list-style-type: none"> • Greater emphasis on independence, prevention and early intervention for older people, including Older People's independent living service • Implementation of Fairer Contributions for personal social care seeks to address an historic in-balance in the extent to which different service-user groups contributed to their personal social care, with older people making a higher contribution than people with, for example, a learning difficulty. 	<ul style="list-style-type: none"> • Focusing in-house day-services on support for independent living and access to employment potentially reduces access for older people, which will be mitigated through the ability to access other forms of day services/ day time activity through use of a personal budget.
3.5	Race – People from black and minority ethnic groups	No impact identified	
3.6	Sexual orientation - lesbian, gay, bisexual & heterosexual people	No impact identified	

	Identify the impact / potential impact of the financial plan on	Examples of how the financial plan promotes equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this
3.7	Religion / belief – people of different religious/faith groups and those with no religion or belief	No impact identified	
3.8	Socio-economically disadvantaged – people who are disadvantaged due to factors like family background, educational attainment, neighbourhood and employment status	No impact identified	<ul style="list-style-type: none"> Reduced levels of funding for the Community Learning Service is likely to result in reduced access to learning and skills development, which may impact adversely on this group. Impact mitigated for homeless people through specifically targeted employment/skills development schemes funded through the Supporting People and Communities funding stream.
3.9	Rural communities – people living in rural communities	<ul style="list-style-type: none"> The Older People's Independence Living Service is likely to impact positively on access to support for older people living in rural communities. 	No impact identified

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

List actions below that you plan to take as a result of this EIA. These actions should be based upon the analysis of data, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your financial plan and future service planning framework. Actions/targets should be measurable, achievable, realistic and time framed. (Add rows as appropriate)

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Potential impact of Vanguard lean systems thinking review of social care system	Once detailed findings and recommendations of the review are available, specific EIA to be undertaken on proposals.	<ul style="list-style-type: none"> • Publication of Review Report by 31/1/2011 • EIA undertaken by 28/2/2011 	Stella Doble	28/2/2011
Reduced capacity in Employment Development Service for people with Learning Difficulties and Physical and Sensory Impairment.	Greater focus of in-house day services on supporting people into employment.	<ul style="list-style-type: none"> • Produce strategy for supporting people into employment • Complete reconfiguration of LD Service 	Mike MacCallam Jenny Theed	31/7/2011 31/7/2011
Focusing in-house day-services for people with learning difficulties on support for independent living and access to employment potentially reduces access for older people with a learning difficulty	Information and support to enable older people to access other forms of day services/ day time activity through use of a personal budget.	<ul style="list-style-type: none"> • Identify users of services who are aged 63 and over and complete person centred plans to identify future options • Ensure clear guidance on services that can be funded through use of a personal budget • Continue to provide information and support on personal budgets 	Jenny Theed Jane Shayler Jo Gray	31/7/2011 31/01/2010 Ongoing
Reduced levels of funding for Community Learning Service is likely to result in reduced access to learning and skills development for socio-economically disadvantaged people	Commissioning of employment/skills development services for homeless people through Supporting People and Community funding.	<ul style="list-style-type: none"> • Clear articulation of commissioning intentions • Confirmation of contract/provider 	Ann Robins/ Rebecca Potter	Complete 31/3/2011

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Jane Shayler

(Divisional Director or nominated senior officer)

Date: 29 December 2010