

## Equality Impact Assessment (EQIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

**Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer – Dionne Llewellyn (see Guidance for details).**

<b>Where do you work?</b>
Service Area: Supported Accommodation Services
Directorate: Community Services

**(a) This EQIA is being completed for a...**

Service/ Function <input checked="" type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>
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**(b) Please name and describe below...**

Reconfiguration of Glendere and Parkview

**(c) It was initially screened for relevance to Equality and Diversity on...(30/12/13)**

**(d) It was found to be relevant to...**

Age ..... <input checked="" type="checkbox"/>	Race ..... <input type="checkbox"/>
Disability ..... <input checked="" type="checkbox"/>	Religion or (non-)belief ..... <input type="checkbox"/>
Gender reassignment ..... <input type="checkbox"/>	Sex ..... <input checked="" type="checkbox"/>
Marriage & civil partnership ..... <input type="checkbox"/>	Sexual orientation ..... <input type="checkbox"/>
Pregnancy and maternity ..... <input type="checkbox"/>	Welsh language ..... <input type="checkbox"/>

**(e) Lead Officer**

**Name:** Jill Bow

**Job title:** Principal Manager  
Supported Accommodation Services

**Date :** 19/01/2015

**(f) Approved by Head of Service**

**Name:** Mark Anderton

**Date :** 19/01/2015

## Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

**What are the aims?**

**To move away from providing residential care towards supported housing services that allow individuals to live more independent lives**

**Provide more person centred approach**

**Maximise the income of service users**

**De register both homes, lease the building, and commission domiciliary support with the existing service users remaining in the current home environment.**

**Who has responsibility?**

**Jill Bow and Community Services Directorate**

**Who are the stakeholders?**

**residents**

**Family**

**Carers**

**Advocates**

**CSSIW**

**Supporting People Planning Group**

**Housing Benefit department**

**Care management**

**Domiciliary Care providers**

## Section 2 - Information about Service Users(See guidance):

Please tick what information you know about your service users and provide details/evidence of how this information is collected.

Age .....	<input checked="" type="checkbox"/>	Race .....	<input checked="" type="checkbox"/>
Disability .....	<input checked="" type="checkbox"/>	Religion or (non-)belief .....	<input checked="" type="checkbox"/>
Gender reassignment .....	<input checked="" type="checkbox"/>	Sex .....	<input checked="" type="checkbox"/>
Marriage & civil partnership .....	<input checked="" type="checkbox"/>	Sexual orientation .....	<input checked="" type="checkbox"/>
Pregnancy and maternity .....	<input checked="" type="checkbox"/>	Welsh language .....	<input checked="" type="checkbox"/>

**What information do you know about your service users and how is this information collected?**

The information is collected as part of the person centred care plan

**Any Actions Required?**

- A business case has been completed
-

### Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain in detail why this is the case including details of any consultation (and/or other information), which has been undertaken to support your view?**

Service users will have increase choice and control over their daily lives

Service users will achieve an increase in their financial stability due to being able to access other funding streams

Service users will experience more independent support services geared towards enablement.

Service Users will remain in their current home

Continuity of care will be maintained

Tenancy agreements will provide greater security to the residents

Increased choice and control

**Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)**

- Actions have been identified as part of the business case
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### Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

<b>Foster good relations between different groups</b>	<b>Advance equality of opportunity between different groups</b>
<b>Elimination of discrimination, harassment and victimisation</b>	<b>Reduction of social exclusion and poverty</b>

(Please see guidance for definitions on the above)

**Please explain any possible impact on the above.**

There will be a reduction on social exclusion and poverty as the reconfiguration will allow more financial control for residents and improve their opportunities to live independently

**What work have you already done to improve any of the above?**

Following approval of the business case in-depth consultation will be undertaken to ensure all residents views and needs are incorporated into the reconfigured service

**Actions (to mitigate adverse impact or to address identified gaps in knowledge)**

- Ensure links are made with all stakeholders to support individual on reconfigured service
- Ensure clear communication with stakeholders through a robust consultation process
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## Section 5 - Monitoring arrangements:

**Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:**

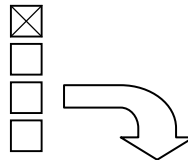
**Monitoring arrangements:** A project plan will be in place for implementation of the reconfigured service

**Actions:**As above

## Section 6 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...



For outcome 3, detail the justification for proceeding here

## Section 7 - Publication arrangements:

**On completion, please follow this 3-step procedure:**

- 1. Forward this EQIA report and action plan to the Equalities Officer, Dionne Llewellyn for feedback and approval.**
- 2. Make any necessary amendments/additions.**
- 3. Provide the final version of this report to the team for publication, including email approval of the EQIA from your Head of Service. The EQIA will be published on the Council's website - this is a legal requirement.**

## Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Project plan will be implemented on the reconfiguration if agreed	Jill Bow	April 2016	Consistent monitoring as recorded by performance management	

**\* Please remember to be 'SMART' when completing your action plan.**