

Date of issue: Wednesday, 15 February 2017

<b>MEETING</b>	<b>COUNCIL</b>
<b>DATE AND TIME:</b>	THURSDAY, 23RD FEBRUARY, 2017 AT 7.00 PM
<b>VENUE:</b>	THE CURVE - WILLIAM STREET, SLOUGH, BERKSHIRE, SL1 1XY
<b>DEMOCRATIC SERVICES OFFICER: (for all enquiries)</b>	SHABANA KAUSER  01753 787503

**APPENDIX PACK**

**PART 1**

<b><u>AGENDA ITEM</u></b>	<b><u>REPORT TITLE</u></b>	<b><u>PAGE</u></b>	<b><u>WARD</u></b>
3.	Revenue Budget 2017/18 – Appendix K: Equality Impact Assessments	1 - 86	All

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# Equality Impact Assessment

<b>Directorate: Regeneration, Housing &amp; Resources</b>																																																		
<b>Service: Home Improvement Agency, Temporary Accommodation Team, Social Lettings Agency</b>																																																		
<b>Name of Officer/s completing assessment:</b>																																																		
<b>Date of Assessment:</b>																																																		
<b>Name of service/function or policy being assessed:</b>																																																		
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The current teams are understaffed and managers are having to make cost savings. The proposals will generate income and make savings for the council to offset the need for reducing headcount and protecting individual jobs.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None identified.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc)</p> <p>The plans including a fully worked up business plan for the housing companies have been agreed with all the relevant sector experts and financial backing.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Staff have been fully consulted and engaged in the decisions and in some cases have made proposals themselves e.g. the Home Improvement Team in regard to generating more fee income and/or changing the funding mechanism of the team being self supporting.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes, all services provide valuable and wanted front line services for vulnerable residents including homeless people and those with a disability. The proposals will increase the level of services available and increase choice i.e. choice of temporary accommodation for homeless families,</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).

All of the service changes will be closely monitored through KPI performance monitoring, regular management and staff meetings and the impact of the companies through the Board of Directors and the Council’s Cabinet and Scrutiny Committees.

The outcomes expected are also part of the Housing Strategy and will be scrutinised against delivery on at least an annual basis with the wider community and through a number of Council related service plans.

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target	Lead	Outcomes/Success Criteria	Monitoring	Target	Progress to
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	<b>Groups</b>	<b>Responsibility</b>		<b>&amp; Evaluation</b>	<b>Date</b>	<b>Date</b>
Set up Management company to generate income for the Council	All vulnerable groups	Paul Thomas	Successful company set up providing quality accommodation for vulnerable groups with existing committed TA staff group continuing in their roles.	Regular reports to Scrutiny and Cabinet.	1 <sup>st</sup> April 2017	All prep work completed for company incorporation and assets identified for transfer.

**Name:**

**Signed:** .....(Person completing the EIA)

**Name:** Paul J Thomas.....

**Signed:** .....( Policy Lead if not same as above)

**Date:** 2.2.17

# Equality Impact Assessment

<b>Directorate: Wellbeing</b>																																																		
<b>Service: Public Health</b>																																																		
<b>Name of Officer/s completing assessment: Fatima Ndanusa</b>																																																		
<b>Date of Assessment: 01/02/17</b>																																																		
<b>Name of service/function or policy being assessed:</b>																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Review and reduction of Public Health contracts by £156,000</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Public Health Team</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>N/A</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			N/A	Disability:			N/A	Gender Reassignment:			N/A	Marriage and Civil Partnership:			N/A	Pregnancy and maternity:			N/A	Race:			N/A	Religion and Belief:			N/A	Sex:			N/A	Sexual orientation:			N/A	Other			N/A
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>There will be a general positive impact for all population groups, including those with protected characteristics. This is because the reduction in Public Health contracts is as a result of efficiency savings, more streamlined and joined-up services leading to better quality and more efficient public health services for the population.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>There are no negative impacts as this is not a reduction in front line services.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Latest Public Health evidence on what works, Monitoring data from relevant contracts, Negotiations with providers and information sharing with partners and other Public Health peers have been used to inform this decision and realise these savings.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A – as there has not been a reduction to front line services.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A – contracts are with providers and do not negatively impact on service provision as mentioned above.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A – as no negative impacts have been identified. However ongoing performance monitoring of contracts including reviewing agreed service outcomes will help identify any unexpected negative impact and an action plan will be put in place to address these where applicable.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Continuous performance and quality management of commissioned services</p>



<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

**Name:**  
**Signed:** .....(Person completing the EIA)

**Name:** ...Fatima Ndanusa.....

**Signed:** .....( Policy Lead if not same as above)

**Date:**

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# Equality Impact Assessment

<b>Directorate: Wellbeing</b>																																																		
<b>Service: Adult Social Care</b>																																																		
<b>Name of Officer/s completing assessment: Simon Broad</b>																																																		
<b>Date of Assessment: February 2017</b>																																																		
<b>Name of service/function or policy being assessed: Use of Telecare and Equipment</b>																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, <b>service change</b>, function that you are assessing?</p> <p>The aim of this piece of work is to bring the direct provision of telecare equipment and alarm monitoring in line with the progression of modern technologies which allows access to all and to provide information to service users on where they can source appropriate technologies for themselves.</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>This will be undertaken by all operational social work teams within Adult Social Care.</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td>✓</td> <td></td> <td></td> </tr> </tbody> </table> <p><b>Age: All people over 18 who are in receipt of Slough Borough Council assistive technologies or Direct payment to source the same.</b></p> <p><b>Disability: As above.</b></p>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	✓			Disability:	✓			Gender Reassignment:	✓			Marriage and Civil Partnership:	✓			Pregnancy and maternity:	✓			Race:	✓			Religion and Belief:	✓			Sex:	✓			Sexual orientation:	✓			Other	✓		
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Using technologies that are widely available increases independence and social inclusion; the service supports all protected characteristics in line with identified health and social care needs.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Some service users will need to purchase their equipment directly from suppliers as some equipment will no longer be purchased by the council.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Monitored usage of telecare and equipment supplied. Service users will receive a review of their needs to assess the impact on individuals.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The Care Act was launched in 2014 which emphasised a preventative and person centred approach for people who may be in need of social care. The department consulted with a wide range of voluntary and user groups regarding these significant changes to social care law. Full consultation will be undertaken through the partnership Boards and service user forums nearer to the time of implementation.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>I do not believe that this will have an effect on community relations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Service users will receive a review of their needs to assess the impact on individuals and any mitigating actions that are required.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Service users can contact Adult Social Care if they have unmet needs.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Identify external sources of telecare and equipment through either 1) the DPS 2) establish a private market to directly provide customer transactions	All Adult Social care service users in receipt of telecare or equipment	Avtar Maan	More people benefiting from use of widely available technologies.  More efficient use of council resources.	Quarterly DMT  Fortnightly Budget Monitoring meetings	March 2018	Identification of current telecare and equipment use.

**Name:**  
**Signed:**

**Name: Simon Broad**

**Signed: .....**( Policy Lead if not same as above)

**Date: 03/02/2017**

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# Equality Impact Assessment

<b>Directorate:</b> Wellbeing	
<b>Service:</b> Adult Social Care	
<b>Name of Officer/s completing assessment:</b> Alan Sinclair	
<b>Date of Assessment:</b> February 2017	
<b>Name of service/function or policy being assessed:</b> Continuing Health Care (CHC)	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>NHS continuing healthcare is a package of care that is arranged and funded solely by the NHS for individuals who are not in hospital and have been assessed as having a "primary health need". To be eligible for NHS continuing healthcare a person must be over 18 and have substantial and have been assessed as having on going "primary health needs", (not primary social care needs).</p> <p>There is a two stage CHC assessment process; initially a CHC checklist tool is used to decide whether the person should be referred for a full assessment (second stage known as a Decision Support Tool or DST), which in turn will help the health and social care professionals to work out whether their care needs may be of a level or type that indicate you may be eligible for NHS continuing healthcare.</p> <p>As such CHC is regularly screened for as part of the initial contact and assessment work in the department, in particular but not exclusively, in the Hospital Social Work team.</p> <p>Should a client be assessed as eligible for CHC funding the NHS will fully or partially contribute towards the cost of support for the individual. Clients that fall below the eligibility threshold will be high cost social care funded care packages. Clients that may have been previously assessed will have their care packages reviewed and this may change the funding responsibility again.</p> <p>It is important to note that the CHC application and assessment process is rigorously managed as outlined in the NHS CHC National Guidelines 2012 57.1</p> <p>The equality monitoring form is for completion by the individual being assessed, although staff should offer to help them complete it where support is required. The purpose of the equality monitoring form is to help CCGs identify whether</p>

	<p>individuals from different groups (in terms of disability, ethnicity, etc.) are accessing NHS continuing healthcare on an equitable basis, including whether they are being properly identified for potential eligibility at Checklist stage and are being identified for the Fast Track process where appropriate.</p> <p>This area of business is monitored in the ASC Reform Programme due to the significant costs attached in supporting clients that are just below or above the threshold of CHC funding and the impact that managing the CHC process will have on the Programme's savings. Importantly for readers of this paper there are no changes in CHC eligibility thresholds, EIA is monitored for CHC on an annual basis by the NHS and there are a national set of NHS CHC guidelines.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>All of adult social care teams will undertake the CHC checklist and DST process, this is quality assured by a Practice Lead Social Worker with extensive experience in CHC, who sits on the East Berkshire CCG CHC approval panel.</p> <p>CHC eligibility and processes are governed by a set of national NHS guidelines (the latest edition was issued 2012). These in turn are managed by a cross representative group of care and health care professionals across the East Berkshire CCGs and Local Authorities.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p><b>Age:</b>  <b>Disability:</b>  <b>Gender Reassignment:</b>  <b>Marriage and Civil Partnership:</b>  <b>Pregnancy and maternity:</b>  <b>Race:</b>  <b>Religion and Belief:</b>  <b>Sex:</b>  <b>Sexual orientation:</b>  <b>Other:</b></p>



	<p>As mentioned above, equitable access to and decision making for, CHC funding is actively monitored as described under section 57.1 of the NHS guidance. This is to ensure that there is a consistent method to undertake the assessment for NHS CHC throughout the NHS and Adult Social Care.</p> <p>The NHS release annual EIA statements specifically for CHC, an example of which can be found: <a href="https://www.england.nhs.uk/wp-content/uploads/2015/04/equal-hlth-inequal-anlys.pdf">https://www.england.nhs.uk/wp-content/uploads/2015/04/equal-hlth-inequal-anlys.pdf</a></p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>As discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines. Therefore the impacts remain static until either a change in these guidelines and or case law.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None, as discussed the CHC is part of business as usual and as such any clients are assessed according to a specific health condition, illness or disability and whether this is substantial and ongoing.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>As discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines. Any clients are assessed according to a specific health condition, illness or disability and whether this is substantial and ongoing.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Not applicable, as discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Not applicable, as discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Not applicable, as discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>CHC funding is actively monitored as described under section 57.1 of the NHS guidance. This is to ensure that there is a consistent method to undertake the assessment for NHS CHC throughout the NHS and Adult Social Care.</p> <p>The NHS release annual EIA statements specifically for CHC, an example of which can be found: <a href="https://www.england.nhs.uk/wp-content/uploads/2015/04/equal-hlth-inequal-anlys.pdf">https://www.england.nhs.uk/wp-content/uploads/2015/04/equal-hlth-inequal-anlys.pdf</a></p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
N/A						
N/A						
<b>Name:</b> <b>Signed: Alan Sinclair.....(Person completing the EIA)</b>  <b>Name: .....</b> <b>Signed: .....( Policy Lead if not same as above)</b> <b>Date: Dec 15</b>						

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# Equality Impact Assessment

<b>Directorate: Wellbeing</b>																																																		
<b>Service: Adult Social Care</b>																																																		
<b>Name of Officer/s completing assessment: Simon Broad</b>																																																		
<b>Date of Assessment: February 2017</b>																																																		
<b>Name of service/function or policy being assessed: Reassessments to review Personal Budgets</b>																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The aim of this piece of work is to review and reassess all those people with long term care packages to establish whether the care package being delivered is still relevant to meet their identified needs and whether those needs could be met in a more efficient way.</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>This will be undertaken by all operational social work teams within Adult Social Care</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td>x</td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	x			Disability:	x			Gender Reassignment:	x			Marriage and Civil Partnership:	x			Pregnancy and maternity:	x			Race:	x			Religion and Belief:	x			Sex:	x			Sexual orientation:	x			Other			
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Sex:	x																																																	
Sexual orientation:	x																																																	
Other																																																		

	<p><b>Age: All people over 18 who are in receipt of a Slough Borough Council funded care package or Direct payment.</b></p> <p><b>Disability: As above</b></p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>A reassessment of needs will be able to identify the most bespoke and appropriate care package to meet those need with an emphasis being placed on promoting Direct Payments thereby empowering the service user to have more choice and control over the their care.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Some people may feel that this is a attempt to reduce care packages to save money.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>IAS (Integrated Adult System) electronic recording system will enable the department to identify all people with long term care packages and prioritise those people who are due to receive a review of their care. Staff are being trained in effectively using Asset Based Conversation techniques to support people in maximising their independence by effectively using the resources local to where they live.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The Care Act was launched in 2014 which emphasised a preventative and person centred approach for people who may be in need of social care. The department consulted with a wide range of voluntary and user groups regarding these significant changes to social care law.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>I do not believe that this will have an effect on community relations.</p>

9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Each person reviewed will be offered an advocate (if appropriate) and an opportunity to contribute to the planning of their care to meet their identified needs.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Each care package will have a planned review at a time which is agreed by the social worker and person.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Undertake a planned programme of reassessments	All Adult Social care service users with LT packages of care	Simon Broad	More efficient use of council resources to personalise packages of care	Monthly DMT  Fortnightly Budget monitoring meetings	March 2018	20% reduction in some care packages

**Name: Simon Broad**

**Signed: .....** ( Policy Lead if not same as above)

**Date: 2<sup>nd</sup> February 2017**



# Equality Impact Assessment

<b>Directorate: Wellbeing</b>	
<b>Service: Adult Social Care/ Commissioning</b>	
<b>Name of Officer/s completing assessment: Craig Brewin</b>	
<b>Date of Assessment: Feb 2017</b>	
<b>Name of service/function or policy being assessed: Housing Related Support</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?            To support the community and voluntary sector to deliver a range of priority outcomes across social care and public health and wellbeing.            Ensuring that there is clear value for money links to the agreed outcomes.            Contracts are coming to an end during 2015 and re-commissioning will be on the basis of the agreed priorities.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.            Commissioning, Adult social care, CCG, public health and the voluntary and community sector</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p><b>Age:</b> Primarily young people. Upper age varies in different units  <b>Disability:</b> Not specifically targeted at this group  <b>Gender Reassignment:</b> Not specifically targeted at this group  <b>Marriage and Civil Partnership:</b> Not specifically targeted at this group  <b>Pregnancy and maternity:</b> Support is provided in a 6 unit hostel for young single mothers.  <b>Race:</b> Varies with turnover in supported units  <b>Religion and Belief:</b> Varies with turnover in supported units  <b>Sex:</b> Varies with turnover in supported units. Disproportionately male.  <b>Sexual orientation:</b> Varies with turnover in supported units  <b>Other:</b></p>

	<p>Housing Related support services are designed to help people maintain a tenancy and/or provide support to move into independent accommodation from hostel type accommodation. People are at risk of homelessness and can have a variety of personal issues. Some require further support from social care.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The reconfigured service will be designed to provide greater support to people in their own homes, and we will be looking to move people on ,ore quickly to ensure hostel accommodation is available for others in need. We are planning to extend the reach of the service to address the wider need to avoid homelessness.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>We will be reconfiguring housing related services but we need to ensure that those currently living in hostel accommodation have their needs met at the point of move on.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>The new strategy will take into account the needs of people currently accommodated and information is being provided from existing providers. The new strategy will take into account homeless trends and link HRS better with other services.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>We have had initial discussions with providers and the Children's Trust. Some changes to services and costs have already been agreed.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>The reconfiguration of the service will be achieved the retendering of services, and these will be co-designed with providers and connected to the new housing strategy.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Will be reviewed as part of the Housing strategy. Housing Related Support Board will oversee reconfiguration and impact. New contracts with providers will contain clear information relating to equalities issue.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Complete information gathering to support new strategy	All	Craig Brewin	Needs of current users addressed in reconfiguration proposal	HRS Board	Sept 2017	Meetings with providers held

<b>Name:</b> <b>Signed: Craig Brewin.....(Person completing the EIA)</b>						
<b>Name: .....</b> <b>Signed: .....( Policy Lead if not same as above)</b>						
<b>Date: Feb 2017</b>						

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# Equality Impact Assessment

<b>Directorate: Wellbeing</b>	
<b>Service: Adult Social Care/ Commissioning</b>	
<b>Name of Officer/s completing assessment: Alan Sinclair</b>	
<b>Date of Assessment: December 2014</b>	
<b>Name of service/function or policy being assessed: Prevention and Early Intervention – Community and Voluntary Sector Commissioning</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?            To support the community and voluntary sector to deliver a range of priority outcomes across social care and public health and wellbeing. Ensuring that there is clear value for money links to the agreed outcomes.            Contracts are coming to an end during 2015 and re-commissioning will be on the basis of the agreed priorities.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.            Commissioning, Adult social care, CCG, public health and the voluntary and community sector</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p><b>Age: All adults, but primarily older people</b>  <b>Disability: Younger adults have a variety of disabilities. Old people tend to have age related conditions</b>  <b>Gender Reassignment: unknown</b>  <b>Marriage and Civil Partnership: unknown</b>  <b>Pregnancy and maternity: unknown</b>  <b>Race: Reflects local population</b>  <b>Religion and Belief: Reflects local population</b>  <b>Sex: Reflects local population</b>  <b>Sexual orientation: Reflects local population</b></p>

	<p><b>Other:</b></p> <p>The community and voluntary sector currently provides a range of universal and targeted support and services to the residents and communities of Slough.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Priority groups for the support will remain the most vulnerable people with potential health and social care needs.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Some groups may not get the level of funding they currently receiving and the impact will depend on the alternative configuration of service.</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>We receive regular monitoring from providers and contracts have outcome measures included within them. Voluntary sector providers are primarily SPACE, Healthwatch,</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Regular meetings with the sector: Voluntary Sector Working Group, Contract Monitoring Board and Carers Board</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes and this is discussed at our regular meetings and user forums.</p>



9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>We are continuing to maintain our voluntary sector working group which will consider the impact on the voluntary sector as a whole. We are looking for an increase the number of volunteers relating to good neighbours and community navigation in particular.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented .</p> <p>Commissioning and Contract Board established. Management of voluntary sector contracts has been passed to the Supplier Relationship Management Team. Contrcats will be reviewed to esure appropriate equalities information is reported.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Review Contract Management Arrangements	All	Craig Brewin	Improved reporting on activities and outcomes.	Through Commissioning and Contracts Board	May 2007	Contract review meeting with SPACE Planned March 2017

<b>Name:</b> <b>Signed: Craig Brewin.....(Person completing the EIA)</b>						
<b>Name: .....</b> <b>Signed: .....( Policy Lead if not same as above)</b>						
<b>Date: Feb 2017</b>						

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# Equality Impact Assessment

<b>Directorate:</b> Wellbeing	
<b>Service:</b> Adult Social Care	
<b>Name of Officer/s completing assessment:</b> Alan Sinclair	
<b>Date of Assessment:</b> February 2017	
<b>Name of service/function or policy being assessed:</b> Adult Social Care Re-organisation	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The new legislative changes introduced by the Care Act 2014 and its principle duties in relation to wellbeing and prevention, coupled with continued reductions in central government funding and increased client demand has required all Local Authority Adult Social Care departments to fundamentally review how public services need to be directly and indirectly delivered.</p> <p>Often social care provides services to people at the point of crisis and consequently we have become a service of last resort. The options for people are too narrowly focused on intensive care and support, meaning the choices available to look at people's wider wellbeing before crisis occurs is hampered.</p> <p>However, as adult social care budgets shrink across the country, service demand increases and statutory duties expand, the requirements placed on individuals and communities to do more for themselves increases.</p> <p>To ensure adult social care services in Slough are fit for purpose and can meet these challenges, the department is implementing a new model of "Strengths based community working". This will see the department move away from an 'assessment for services' model and towards one that focuses on neighbourhood based support and care, maximising all available resources, assets and skills available to people and families where they live.</p> <p>This changed way of working requires the department, the broader community and the voluntary sector to work collaboratively with one another, replacing "a needs based assessment" (one that rations services) with a strengths based conversation aimed at maintaining peoples independence and linking them with the communities that they live.</p> <p>By changing the nature of the assessment to a strengths based conversation will allow the department more effectively support people at an earlier stage (as per the new duties of section 2 of the Care Act 2014), to provide this with increased choice and control (by offering</p>

	tailored wellbeing plans and increasing direct payments), encourage people to take responsibility of their own care and support and to reduce timing of when people require long term support. This preventative approach will result in less people reaching crisis point.
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>All of adult social care teams.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p><b>Age:</b>  <b>Disability:</b>  <b>Gender Reassignment:</b>  <b>Marriage and Civil Partnership:</b>  <b>Pregnancy and maternity:</b>  <b>Race:</b>  <b>Religion and Belief:</b>  <b>Sex:</b>  <b>Sexual orientation:</b>  <b>Other:</b></p> <p>Main impact will be for older people and people with disabilities and their carers as this is the single biggest demographic that forms out client base. However, a more personalised approach focused on wellbeing will mean that people will get a broader range of services that meet their individual needs. This strengths based approach is also embedded in the department's voluntary and community sector contract with SPACE, through areas such as community development and social prescription.</p>

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <ol style="list-style-type: none"> <li>1. People being more in control of their care needs</li> <li>2. People getting the services and supports they need based on a person centred approach</li> <li>3. Less people being in crisis and needing admission to hospital or care home</li> <li>4. More targeted and universal prevention support provided by local community and voluntary sector identifying and supporting people at an earlier point</li> </ol>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None, Adult Social Care is a universal service provision, designed to specifically address population inequalities in order to provide support and care to those most in need and who are vulnerable. The new operating model and restructure will create a department that will be able to more efficiently use the reduced budget against the increased demand and complexity of cases by providing increased choice and control through a preventative model of social care. However, there may on occasion be some people that have capacity to make decision that may not want to take control of meeting their care needs.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>These changes are being planned to support the new ways of working outlined in the Care Act 2014. The Act has had national consultation. Where we think that further local consultation or engagement is required this will be undertaken. As part of the changed ways of working the department is looking at the following KPIs:</p> <ol style="list-style-type: none"> <li>1. The number of FACE Overview assessments and subsequent time spent on non-productive activities</li> <li>2. The number of cases that lead to a long term support plan – we are expecting a reduction</li> <li>3. The average cost of support plans as more creative options are used</li> <li>4. Levels of staff absence/ sickness</li> <li>5. Reduction in re-admission rates to acute settings</li> <li>6. Increase in self-directed support and control of an individual's own care and support</li> <li>7. Increase in direct payments</li> </ol>

7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Yes, conversations and engagement with voluntary and community groups and representatives of users and carers including Healthwatch and carers forum.</p> <p>As part of the departmental re-structure multiple staff co-development workshops and whole department briefing sessions have taken place on the changes in practice and the wider reform programme's ambitions. These workshops have involved staff of the scope of the consultation, proposed changes to job descriptions, proposed changes to business processes, team structures and staffing resource. At numerous points during the consultation development phase Trade Union Stewards were invited to specific union briefing sessions, to staff briefing sessions and to the launch of the consultation. This approach was continued through the formal consultation period that ran 1st December 2016 to 9th of January 2017.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes and communications and engagement has come out nationally with the Care Act and local engagement as described in 7 above.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>These have been developed alongside each project plan under this objective.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Progress and impacts will be reported through the Adult Social Care Reform Programme Board. The implementation of the projects in this programme is one of the Council's Gold projects and therefore progress gets reported to CMT and then Cabinet on a monthly basis.</p>



<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

**Name:**  
**Signed: Alan Sinclair.....(Person completing the EIA)**

**Name:** .....  
**Signed:** .....( Policy Lead if not same as above)

**Date: Dec 15**

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# Equality Impact Assessment

<b>Directorate: Regeneration, Housing and Resources</b>																																																		
<b>Service: Corporate Resources (Treasury Management)</b>																																																		
<b>Name of Officer/s completing assessment:</b>																																																		
<b>Date of Assessment:</b>																																																		
<b>Name of service/function or policy being assessed:</b>																																																		
Increased Treasury Management Returns (£50k)																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?																																																	
	To increase TM returns on investments for the year																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.																																																	
	The Treasury Management Team within Finance and Audit																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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Sex:		No																																																
Sexual orientation:		No																																																
Other		No																																																

	<p><b>Age:</b></p> <p><b>Disability:</b></p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Increased returns increase the ability to spend on public services.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Yes - Arlingclose</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results e.g. have the staff forums/unions/ community groups been involved?</p> <p>Treasury Management Group has discussed the viability of this proposal.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>NA</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>NA</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Continuous Performance monitoring</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<b>Name:</b> <b>Signed:</b> .....(Person completing the EIA)  <b>Name:</b> Barry Stratfull  <b>Signed:</b> .....( Policy Lead if not same as above) <b>Date:</b>
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# Equality Impact Assessment

<b>Directorate: Regeneration, Housing and Resources</b>	
<b>Service: Corporate Resources (Treasury Management)</b>	
<b>Name of Officer/s completing assessment:</b>	
<b>Date of Assessment:</b>	
<b>Name of service/function or policy being assessed:</b>	
Mortgages deposits being offered with rental (@4%). Assumed 20 then 75	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The LAPP scheme is designed to allow individuals and households to purchase a property in Slough on the open market with assistance from the Council.</p> <p>There are many purposes to the scheme and these include:</p> <ul style="list-style-type: none"> <li>• Income and assets are expected to increase over the life of the scheme to help support the Council's income and the services that are provided to residents and businesses.</li> <li>• To assist residents who are currently in rented accommodation to move into owning their own home</li> <li>• It will help alleviate pressures on the private rented sector, make good use of existing housing stock and improve the quality of housing in the area</li> <li>• The scheme will be targeted towards key workers helping to recruit people with the required skills to deliver local public services</li> </ul>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Corporate Finance</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p>

	Protected Characteristic	Differential Impact		
		Yes	No	N/A
	Age:		No	
	Disability:		No	
	Gender Reassignment:		No	
	Marriage and Civil Partnership:		No	
	Pregnancy and maternity:		No	
	Race:		No	
	Religion and Belief:		No	
	Sex:		No	
	Sexual orientation:		No	
	Other		No	
	<b>Age:</b>			
	<b>Disability:</b>			
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <ul style="list-style-type: none"> <li>Income and assets are expected to increase over the life of the scheme to help support the Council's income and the services that are provided to residents and businesses.</li> <li>To assist residents who are currently in rented accommodation to move into owning their own home</li> <li>It will help alleviate pressures on the private rented sector, make good use of existing housing stock and improve the quality of housing in the area</li> <li>The scheme will be targeted towards key workers helping to recruit people with the required skills to deliver local public services</li> </ul>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>NA</p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p>			



<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

	N/A
8.	Have you considered the impact the policy might have on local community relations?  NA – should have a positive impact
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?  <b>NA</b>
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<p><b>Name:</b></p>
<p><b>Signed:</b> .....(Person completing the EIA)</p>
<p><b>Name:</b> Barry Stratfull</p>
<p><b>Signed:</b> .....( Policy Lead if not same as above)</p>
<p><b>Date:</b></p>

# Equality Impact Assessment

<b>Directorate: CCS</b>																																																		
<b>Service: Facilities Management</b>																																																		
<b>Name of Officer/s completing assessment: Charan Dhillon</b>																																																		
<b>Date of Assessment: 3<sup>rd</sup> Feb 2017</b>																																																		
<b>Name of service/function or policy being assessed: Facilities Management</b>																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, <b>service change</b> , function that you are assessing? Savings																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. FM																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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Sexual orientation:		No																																																
Other		No																																																
	<b>Age:</b>																																																	
	<b>Disability:</b>																																																	

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.  N/A
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?  N/A
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A
8.	Have you considered the impact the policy might have on local community relations?  N/A
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? <b>N/A</b>
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).  N/A – already implemented

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
N/A						

<p><b>Name:</b>  <b>Signed: ...Charan Dhillon .....(Person completing the EIA)</b></p> <p><b>Name:</b> .....</p> <p><b>Signed:</b> .....( Policy Lead if not same as above)</p> <p><b>Date: 3/02/2017</b></p>
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# Equality Impact Assessment

<b>Directorate: RHR</b>																																																		
<b>Service: Transport and Highways</b>																																																		
<b>Name of Officer/s completing assessment: Savio DeCruz</b>																																																		
<b>Date of Assessment: 02/02/2017</b>																																																		
<b>Name of service/function or policy being assessed: Highway Maintenance</b>																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?  Capitalisation of part of the maintenance budget																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.  The service is undertaken by the highway maintenance team but is contracted to the council's term maintenance contractor Amey																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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	<b>Age: N/A</b>																																																	
	<b>Disability: N/A</b>																																																	

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>No change to personal circumstance but all groups may see more efficient ways of working</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>No negative impacts</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Service staff involved have been involved and engaged in the savings options and have helped to form the current proposal</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>No impact</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>



<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<b>Name: Savio DeCruz</b> <b>Signed: .....</b> (Person completing the EIA)
<b>Name: .....</b>
<b>Signed: .....</b> ( Policy Lead if not same as above)
<b>Date:</b>

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# Equality Impact Assessment

<b>Directorate: RHR</b>																																																		
<b>Service: Transport and Highways</b>																																																		
<b>Name of Officer/s completing assessment: Savio DeCruz</b>																																																		
<b>Date of Assessment: 02/02/2017</b>																																																		
<b>Name of service/function or policy being assessed: Community transport</b>																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Reduction in the revenue budget for maintenance and leasing subject to an approved capital “invest to save” programme for new vehicles.</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The service is undertaken by the Community Transport team is commissioned through the Childrens Trust/Education and Adult Social Care.</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td>✓</td> <td></td> </tr> </tbody> </table> <p><b>Age: N/A</b></p> <p><b>Disability: N/A</b></p>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		✓		Disability:		✓		Gender Reassignment:		✓		Marriage and Civil Partnership:		✓		Pregnancy and maternity:		✓		Race:		✓		Religion and Belief:		✓		Sex:		✓		Sexual orientation:		✓		Other		✓	
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Sex:		✓																																																
Sexual orientation:		✓																																																
Other		✓																																																

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>No change to personal circumstance but all groups will see an improved service following the purchase of new vehicles. The current fleet which both owned and leased is aging and unreliable, a new fleet will improved seating, safety and less breakdowns.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>No immediate impacts but some of the community use older vehicles while part of the is upgraded.</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Service staff have been involved and have engaged in the savings options and to help form the current proposal. Adult Social Care, Education and the Children's Trust have been consulted.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>No negative impacts</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Page 39

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<b>Name: Savio DeCruz</b> <b>Signed: .....</b> (Person completing the EIA)  <b>Name: .....</b>  <b>Signed: .....</b> ( Policy Lead if not same as above) <b>Date:</b>
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# Equality Impact Assessment

<b>Directorate: RHR</b>																																																		
<b>Service: Transport and Highways</b>																																																		
<b>Name of Officer/s completing assessment: Savio DeCruz</b>																																																		
<b>Date of Assessment: 02/02/2017</b>																																																		
<b>Name of service/function or policy being assessed: Street lighting maintenance</b>																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Reduction in the street lighting budget for energy and maintenance budget following the change to LED lanterns; the change in infrastructure has led to lower energy bills and less maintenance as a result the new contract does not require as much funding as previous years.</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The service is undertaken by the highway maintenance team but is contracted to the council's maintenance contractor.</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td>✓</td> <td></td> </tr> </tbody> </table> <p><b>Age: N/A</b></p> <p><b>Disability: N/A</b></p>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		✓		Disability:		✓		Gender Reassignment:		✓		Marriage and Civil Partnership:		✓		Pregnancy and maternity:		✓		Race:		✓		Religion and Belief:		✓		Sex:		✓		Sexual orientation:		✓		Other		✓	
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Sex:		✓																																																
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Other		✓																																																

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>No change to personal circumstance but all groups will see improved lighting where previously lighting was poor.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>No negative impacts except where lighting was previously low, however the new system will allow the maintenance team to adjust lighting levels (either higher or lower)</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Case studies have been used that have evaluated the impact of white lighting on communities and wildlife and this has indicated that lighting levels do not affect these groups.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Service staff involved have been involved and engaged in the savings options and have helped to form the current proposal</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>No negative impacts except where lighting was previously low, however the new system will allow the maintenance team to adjust lighting levels (either higher or lower)</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>



<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<b>Name: Savio DeCruz</b> <b>Signed: .....</b> (Person completing the EIA)
<b>Name: .....</b>
<b>Signed: .....</b> ( Policy Lead if not same as above)
<b>Date:</b>

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# Equality Impact Assessment

<b>Directorate: RHR</b>																																																		
<b>Service: Transport and Highways</b>																																																		
<b>Name of Officer/s completing assessment: Savio DeCruz</b>																																																		
<b>Date of Assessment: 02/02/2017</b>																																																		
<b>Name of service/function or policy being assessed: Consultancy Budget</b>																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?  Reduction in the revenue budget for consultancy work.																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.  The consultancy budget is utilised by the entire Transport and Highway service.																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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	<b>Disability: N/A</b>																																																	

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>No change to personal circumstance as this is an efficiency on the way management is undertaken for the council's professional services.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>No impact</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Service staff and consultants have been involved and engaged in the savings options and have helped to form the current proposal.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>No negative impacts</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p><b>No impact as a result of the change to the funding of this work.</b></p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<b>Name: Savio DeCruz</b> <b>Signed: .....</b> (Person completing the EIA)
<b>Name: .....</b>
<b>Signed: .....</b> ( Policy Lead if not same as above)
<b>Date:</b>

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# Equality Impact Assessment

<b>Directorate: Regeneration, Housing and Resources</b>																																																		
<b>Service: Corporate Resources</b>																																																		
<b>Name of Officer/s completing assessment:</b>																																																		
<b>Date of Assessment:</b>																																																		
<b>Name of service/function or policy being assessed:</b>																																																		
Slough Urban Renewal – One off profit share (£4.758m)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Regeneration and Environment – The SUR will deliver multi-faceted regeneration and improvement of the environment across the town.</p> <p>Delivery of new Housing units</p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Corporate Finance</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td>No</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		No		Disability:		No		Gender Reassignment:		No		Marriage and Civil Partnership:		No		Pregnancy and maternity:		No		Race:		No		Religion and Belief:		No		Sex:		No		Sexual orientation:		No		Other		No	
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Sexual orientation:		No																																																
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	<p><b>Age:</b></p> <p><b>Disability:</b></p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>N/A</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>NA</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>NA</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>NA</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>



<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

**Name:**  
**Signed:** .....(Person completing the EIA)

**Name:** Barry Stratfull

**Signed:** .....( Policy Lead if not same as above)

**Date:**

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# Equality Impact Assessment

<b>Directorate: Community and Wellbeing</b>	
<b>Service: Adult Social Care – Mental Health</b>	
<b>Name of Officer/s completing assessment: Geoff Dennis and Alan Sinclair</b>	
<b>Date of Assessment: 03.02.2017</b>	
<b>Name of service/function or policy being assessed: Efficiency Savings Programme 2013-18</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Efficiency saving applied to adult mental health supported living budget, 2016-17 and 2017-18</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Adult Community Mental Health Team (Adult Social Care) in conjunction with ASC Commissioning and Contracts team</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>The people who would be primarily impacted by the efficiencies are Slough residents who are working age and who have a mental illness. There is no particular impact relating to people with other protected characteristics listed.</p> <p><b>Age:</b> working age adults  <b>Disability:</b> people with mental illness  <b>Gender Reassignment:</b> no specific impact  <b>Marriage and Civil Partnership:</b> no specific impact  <b>Pregnancy and maternity:</b> no specific impact. Pregnancy and maternity would be regarded as a risk factor for the individual and special measures would be taken to ensure appropriate and safe accommodation needs are prioritised.  <b>Race:</b> no specific impact</p>

	<p><b>Religion and Belief:</b> no specific impact  <b>Sex:</b> no specific impact  <b>Sexual orientation:</b> no specific impact  <b>Other:</b> none</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>People eligible for services from the adult CMHT – i.e. working age adults with mental illness who meet FACS eligibility - will continue to have needs fully assessed. Appropriate supported living options will be offered to meet needs and manage any individual risks to themselves or others, associated with their mental illness.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Eligibility criteria will be more rigorously applied, and elements of supported living services or direct payments which are in excess of assessed need will be ceased. This will be applied equally across all groups. Services will be provided at a minimum level to meet eligible assessed need and to manage risks.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Mental health RAS has recently been reviewed and re-set based on benchmarking data.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Service users and carer views are gathered at every review and this will continue to be the case. Staff meetings have been held and staff are in agreement that the required efficiencies can be made safely and in a manner which ensures risks can continue to be met.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>The efficiencies will be delivered in a way that prioritises assessment of risk, and where public risk is identified this will be robustly managed with appropriate placement or support being provided to the individual. The local community in Slough should not be impacted and therefore there is no adverse impact anticipated.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Complaints, compliments, service user feedback, referrer and provider feedback will be monitored and any issues arising will be addressed. In house CMHT monitoring and support will be provided to all service users; care coordination processes and duty worker / crisis resolution services allow for rapid response to any concerns identified. Partnership working with Housing – SBC and provider organisations will enable solutions to be identified if problems arise.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>See below</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Communication with staff members to ensure they are aware of the change and apply relevant assessments of need and monitoring of risk and successful outcome	CMHT staff team	CMHT Service Manager	All staff equipped to safely implement the efficiencies and monitor impact	Panel process; staff supervision; successful placements; service user review	1 April 2017	Staff briefings have commenced

Complaints, compliments, incidents service user feedback, referrer and provider feedback will be monitored and any issues arising will be addressed.	Feedback from all stakeholders	CMHT manager	Minimal complaints and incidents; stakeholder feedback indicates successful outcomes for service users despite efficiencies	Monthly complaint and incident reporting; service users feedback and satisfaction survey	Monthly monitoring from 1 April 2017	Reporting and monitoring mechanisms are established
<b>Name: Geoff Dennis</b> <b>Signed: .....(Person completing the EIA)</b>  <b>Name: .....</b>  <b>Signed: .....(Policy Lead if not same as above)</b>						
<b>Date: 03.02.2017</b>						

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# Equality Impact Assessment

<b>Directorate: Wellbeing</b>																																																		
<b>Service: Adult Social Care</b>																																																		
<b>Name of Officer/s completing assessment:</b>																																																		
<b>Date of Assessment:</b>																																																		
<b>Name of service/function or policy being assessed:</b>																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, <b>service change</b> , function that you are assessing? Client charges - Increase fees and charges to threshold levels.																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. OP/PD/LD/MH Services, Financial and benefits team (arvato)																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>This is based on the annual uplift in line with inflation therefore all groups identified in relation to equity will be treated equally. In terms of the actual charge applied to each person, this will be financially assessed and measures will be taken to advise people of their entitlements to benefits</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Some impact for some individuals who will have to pay an increased charge – and some service users may dispute the uplift in charges in which case this would be addressed through due council process</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Yes – monitoring information on current charging schemes – and identification of full cost payers and other payers likely to be impacted by increased charge</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>All clients will be notified of the increase in charges in a timely manner.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>This is an annual event that is operated across all councils</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>N/A</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). review process. Financial Monitoring and Social Care Reviews</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

**Action Plan and Timetable for Implementation**

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

**Name:**  
**Signed: ... Paula Bass.....(Person completing the EIA)**

**Name: ...Paula Bass .....**

**Signed: .....( Policy Lead if not same as above)**

**Date:**

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# Equality Impact Assessment

<b>Directorate: Regeneration, Housing and Resources</b>																																																		
<b>Service: Corporate Resources (Treasury Management)</b>																																																		
<b>Name of Officer/s completing assessment:</b>																																																		
<b>Date of Assessment:</b>																																																		
<b>Name of service/function or policy being assessed:</b>																																																		
MRP payment holiday following overprovision in previous years																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?																																																	
	Ensure the efficient use of all council resources																																																	
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	The Treasury Management Team within Finance and Audit																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>To allow budget allocated to this to be freed up and used towards funding public services.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Advice has been taken from Arlingclose (Treasury Management advisors)</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>This has been discussed at the Treasury Management Group</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>NA</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>N/A</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p> <p>Regular budget monitoring is carried out.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

<b>Name:</b> <b>Signed:</b> .....(Person completing the EIA)  <b>Name:</b> Barry Stratfull  <b>Signed:</b> .....( Policy Lead if not same as above) <b>Date:</b>
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