

**Consolidated Pack of EIAs  
Adults (People) Directorate  
Budget Savings 2023/24  
Scrutiny Meeting 15/12/2022**

The following pages contain the EIA assessments of the proposals being put forward by the Adults (People) Directorate. Below is an index of each proposal and the pages on which the EIA for each proposal appears.

<b>Proposal reference</b>	<b>Proposal name</b>	<b>Page Number</b>
ASC-2324-08a	Demand management Initiatives: <ul style="list-style-type: none"> <li>• Practice and Process Development</li> <li>• Review of hospital discharge/6-week review</li> <li>• Diverting Demand</li> <li>• Accommodation with Support</li> <li>• Further cost reductions, efficiencies, and vacancy factor</li> </ul>	1 - 14
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ASC-2324-08c	Direct Payment recoupment	22 - 28
ASC-2324-08d	Mental Health	29 - 35
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## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

<b>Title</b>	<p><b>ASC-2324-08a</b></p> <p>Adult Social Care Transformation Programme 2023/24 – Demand Management Initiatives:</p> <ul style="list-style-type: none"> <li>• Practice and Process Development</li> <li>• Review of hospital discharge/6-week review</li> <li>• Diverting Demand</li> <li>• Accommodation with Support</li> <li>• Further cost reductions, efficiencies, and vacancy factor</li> </ul> <p>Equality Impact Analysis: (EqIA)</p>
<p>What are you analysing?</p> <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>This Equality Analysis relates to the Adult Social Care Transformation Programme (Demand Management Initiatives), 2023/24. Please see the Adult Social Care Transformation Programme Business Case, 2023/24 for more details on the proposals, aims and objectives of the programme.</p> <p>This Equality Analysis focuses on the impact of delivering transformation via the various demand management initiatives to adult social care services in Slough.</p>
Version number and date of update	V1

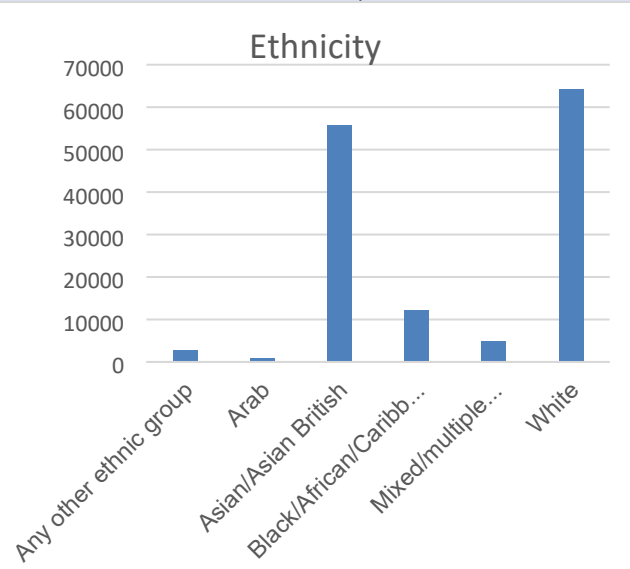
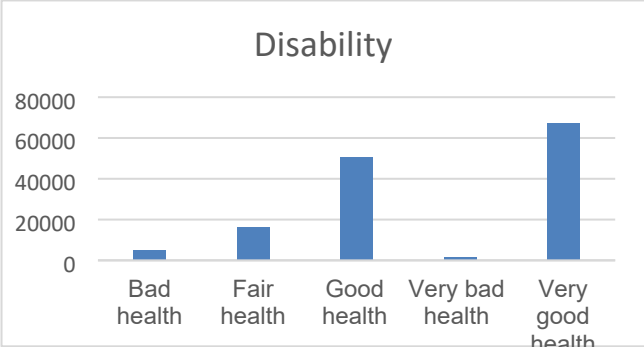
**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p><b>2.1</b></p>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>	
	<p>How many people use the service currently? What is this as a % of Slough’s population? f</p>	<p>ASC estimates that there are currently 1500 clients with open care packages, just under 1% of the total population.</p> <p>The preventative services which are open to all the population have a wider reach, however the volumes for this are not tracked.</p> <p>For the purpose of this EqIA, as the services provided can impact all people in Slough, the whole population has been considered. Slough resident information<sup>1</sup> is taken from the 2011 Census and Public Health for Berkshire Observatory: <a href="#">Berkshire Observatory – Slough – Population &amp; Demographics</a> and the Office for National Statistics: <a href="#">Local Area Report for areas in England and Wales - Nomis (nomisweb.co.uk)</a></p>

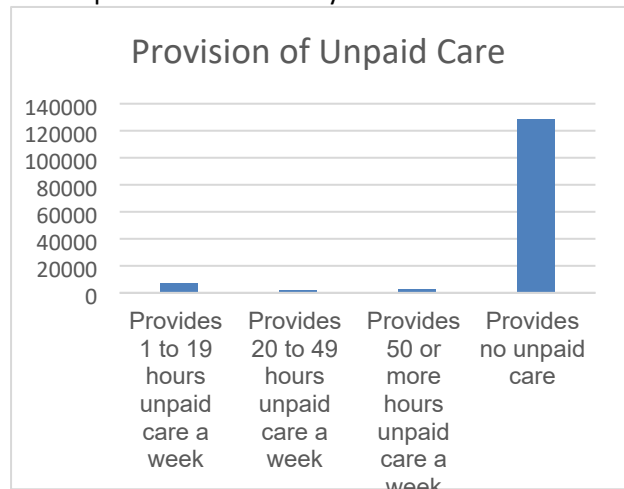
<sup>1</sup> It should be noted that the number of carers known to adult social care is much smaller than the number of carers overall.

	<p>Gender</p>	<p><i>As of 2020.</i></p> <div data-bbox="837 219 1385 600" style="text-align: center;"> <p><b>Gender</b></p> <p>49.3% 50.7%</p> <p>■ Male ■ Female</p> </div> <table border="1" data-bbox="810 607 1433 831"> <thead> <tr> <th>Gender</th> <th>Population</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>73,748</td> <td>49.3</td> </tr> <tr> <td>Male</td> <td>75,829</td> <td>50</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>149,577</b></td> <td><b>100</b></td> </tr> </tbody> </table>	Gender	Population	Total %	Female	73,748	49.3	Male	75,829	50	<b>Grand Total</b>	<b>149,577</b>	<b>100</b>																								
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Disability	As of 2011.	<p>In the 2011 Census, 9,322 residents between the ages of 16-64 reported living with a physical disability. Over 1,350 people were reported to be living with a severe mental health problem. There are an estimated 2,590 people living with sight loss in Slough. 290 people are living with severe sight loss (blindness). 2,696 adults under the age of 65 live with a moderate to severe hearing impairments (more have a profound impairment). Hearing impairments in younger adults in Slough is expected to increase by 20% over the next ten years. Also, 4.07% of over 65s have been recorded by their GPs as living with dementia.</p>  <table border="1"> <thead> <tr> <th>Disability Status</th> <th>Population</th> </tr> </thead> <tbody> <tr> <td>Bad health</td> <td>4,906</td> </tr> <tr> <td>Fair health</td> <td>16,288</td> </tr> </tbody> </table>	Disability Status	Population	Bad health	4,906	Fair health	16,288															
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Good health	50,464	
Very bad health	1,391	A
Very good health	67,156	
<b>Grand Total</b>	<b>140,205</b>	

person is a provider of unpaid care if they look after or give help or support to family members, friends, neighbours, or others because of long-term physical or mental ill health or disability, or problems related to old age. This does not include any activities as part of paid employment. No distinction is made about whether any care that a person provides is within their own household or outside of the household, so no explicit link can be made about whether the care provided is within the household who had poor general health or a long-term health problem or disability.<sup>2</sup>



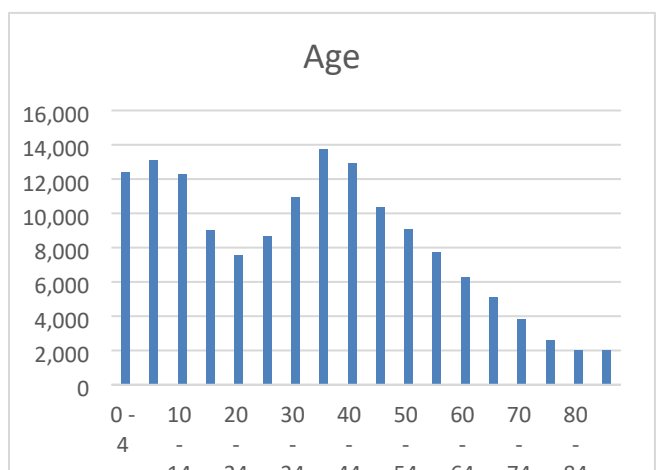
Provision of Unpaid Care	Population
Provides 1 to 19 hours unpaid care a week	7,058
Provides 20 to 49 hours unpaid care a week	1,977
Provides 50 or more hours unpaid care a week	2,591
Provides no unpaid care	128,579
<b>Grand Total</b>	<b>140,205</b>

Sexual orientation

Information on sexual orientation is not available in sufficient detail to draw meaningful comparisons.

Age

As of 2020.



		<table border="1"> <thead> <tr> <th>Age Groups</th> <th>Population</th> <th>Total %</th> </tr> </thead> <tbody> <tr><td>0 – 4</td><td>12,415</td><td>8.3</td></tr> <tr><td>5 - 9</td><td>13,070</td><td>8.7</td></tr> <tr><td>10 – 14</td><td>12,265</td><td>8.2</td></tr> <tr><td>15 – 19</td><td>9,027</td><td>6</td></tr> <tr><td>20 – 24</td><td>7,542</td><td>5</td></tr> <tr><td>25 – 29</td><td>8,674</td><td>5.8</td></tr> <tr><td>30 – 34</td><td>10,950</td><td>7.3</td></tr> <tr><td>35 – 39</td><td>13,715</td><td>9.2</td></tr> <tr><td>40 - 44</td><td>12,919</td><td>8.6</td></tr> <tr><td>45 - 49</td><td>10,383</td><td>6.9</td></tr> <tr><td>50 - 54</td><td>9,098</td><td>6.1</td></tr> <tr><td>55 - 59</td><td>7,704</td><td>5.2</td></tr> <tr><td>60 - 64</td><td>6,258</td><td>4.2</td></tr> <tr><td>65 - 69</td><td>5,105</td><td>3.4</td></tr> <tr><td>70 - 74</td><td>3,825</td><td>2.6</td></tr> <tr><td>75 - 79</td><td>2,610</td><td>1.7</td></tr> <tr><td>80 - 84</td><td>2,009</td><td>1.3</td></tr> <tr><td>85+</td><td>2,008</td><td>1.3</td></tr> <tr> <td><b>Grand Total</b></td> <td><b>14,9577</b></td> <td><b>100</b></td> </tr> </tbody> </table>	Age Groups	Population	Total %	0 – 4	12,415	8.3	5 - 9	13,070	8.7	10 – 14	12,265	8.2	15 – 19	9,027	6	20 – 24	7,542	5	25 – 29	8,674	5.8	30 – 34	10,950	7.3	35 – 39	13,715	9.2	40 - 44	12,919	8.6	45 - 49	10,383	6.9	50 - 54	9,098	6.1	55 - 59	7,704	5.2	60 - 64	6,258	4.2	65 - 69	5,105	3.4	70 - 74	3,825	2.6	75 - 79	2,610	1.7	80 - 84	2,009	1.3	85+	2,008	1.3	<b>Grand Total</b>	<b>14,9577</b>	<b>100</b>
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		Religion Not Stated	7,956	
		<b>Grand Total</b>	<b>140,205</b>	
<b>2.2</b> Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i>	N/A			
<b>2.3</b> Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i>	N/A			
<b>2.4</b>	<b>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b>			
		<b>None</b>	<b>Positive</b>	
		<b>Negative</b>	<b>Not sure</b>	
Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>3</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>3</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.



People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how have you come to this decision?</b>
	<p><b>There is a risk of negative impact on one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010.</b></p> <p>One of the key drivers for the transformation programme is improved outcomes for Slough residents in receipt of social care support now and in the future – an increasing number of our residents need support both at a working age and in later life. In addition, there has been an increase in the complexity of people’s needs over time. SBC is aware that the sector has been under pressure to deliver better outcomes to people with more complex needs through more community-based support and better co-ordination of services at an earlier point in their care journey, as well as adapting to new and changing innovations in the care market, such as the increased use of technologies.</p> <p>All of the projects in the transformation programme address this driver.</p>

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men			Opportunity to personalise support offer and focus on positive individual outcomes.				
	Women			Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of an increased burden being placed on unpaid carers – a group where women are over-represented.		Carer needs assessments to be offered during service user reviews.	
Race	White			Opportunity to personalise support offer and focus on positive individual outcomes	Risk of language barriers being an issue in considering individual need and preference		Coproduction, consultation, and reviews to be carried out, to shape transformed services.	
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
Disability	Physical	Opportunity to reduce disability discrimination		Opportunity to personalise support offer and focus on	Risk of less opportunity for people with disabilities to come	The proposed changes may have a greater impact on the cohort of working age people with	Coproduction, consultation, and reviews to be carried out, to shape transformed services.	

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		and increase accessibility.		positive individual outcomes.	together and share experiences in a strength-based model.	disabilities on the basis that this group is larger.	Ensure transformed services maintain opportunities for people to come together and share experiences.	
	Sensory	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.  Risk that people with communication difficulties arising from disability will have trouble engaging with the proposed changes.		Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Ensure communication and consultation materials are provided in an accessible format.  Practitioners to support service users to engage with any engagement activities.  Support through change to be considered as part of implementation planning.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
	Learning Difficulties	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
	Learning Disabilities	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
	Mental Health	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Ensure transformed services maintain opportunities for people to come together and share experiences.	

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual			Opportunity to personalise support offer and focus on positive individual outcomes.				
<b>Age</b>	Older people (50+)			Opportunity to personalise support offer and focus on positive individual outcomes.	Some people who have used a Council Service for a number of years may not want change.  There could be a risk of less opportunity for people of the same age to come together and share experiences in a strength-based model.		Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Support through change to be considered as part of implementation planning.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
	Younger people (16 - 25)			Opportunity to personalise support offer and focus on positive individual outcomes.	There could be a risk of less opportunity for people of the same age to come together and share experiences in a strength-based model.		Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
<b>Gender Reassignment</b>				Opportunity to personalise support offer and focus on positive individual outcomes.				

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<p><b>Impact due to pregnancy/maternity</b></p>			<p>Opportunity to personalise support offer and focus on positive individual outcomes.</p>				
<p><b>Groups with particular faiths and beliefs</b></p>			<p>Opportunity to personalise support offer and focus on positive individual outcomes.</p>	<p>Risk of the new options not being inclusive for people of different faiths.</p>		<p>Work with adult social care service users of different faiths and providers to ensure alternative offers are inclusive.</p>	
<p><b>People on low incomes</b></p>			<p>Opportunity to personalise support offer and focus on positive individual outcomes.</p>	<p>Risk that people with limited resource available (e.g., transport, technology) may have reduced access to service options.</p>		<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Updating and better applying the Fairer Charging Policy will ensure fair and consistent contributions from adults receiving services. Any changes to the Fairer Charging Policy, or application of this policy, will be done in consultation and to improve fairness and improve access to services.</p> <p>Ensure communication and consultation materials are provided in an accessible format for all.</p> <p>Support through change to be considered as part of implementation planning.</p>	

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>						
Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
1. Address the risk that some people who have used a Council Service for a number of years may not want change or may find change difficult.	Age - Older people (50+) - Younger people (16 - 25)	Mitigate any impact on people who have used services for a number of years so that changes experienced are positive.	No additional	xxx Executive Director for ASC	01/04/23	
2. Address the risk that the strength-based model will result in fewer opportunities for groups of people with the same characteristic to come together and share experiences.	Younger people (16 - 25)	All people have opportunities to come together and share experiences.	No additional	xxx Executive Director for ASC	01/04/23	
3. Address the risk that people with communication needs arising from disability will have difficulty engaging with any proposed changes.	People with Sensory Needs	All people can engage without difficulty.	No additional	xxx Executive Director for ASC	01/04/23	

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	4. Address the risk of an increased burden being placed on unpaid carers.	Unpaid Carers	Mitigate any impact on unpaid carers.	No additional	xxx Executive Director for ASC	01/04/23	
	5. Address the risk of language barriers being an issue in considering individual need and preference.	Ethnic Background	Remove any language barriers to communication.	No additional	xxx Executive Director for ASC	01/04/23	
	6. Address the risk of the new options not being inclusive for people of different faiths.	Groups with particular faiths and beliefs	All options are inclusive for people of all faiths.	No additional	xxx Executive Director for ASC	01/04/23	
	7. Address the risk that the population of people using ASC services may not have the capability/resource to use new technology effectively and comfortably, which may mean reduced access to service options.	All	All people can access services equally.	No additional	xxx Executive Director for ASC	01/04/23	
	8. Address the risk that people with limited resource available (e.g., transport, technology) may have reduced access to service options.	People on low incomes	All people can access services equally.	No additional	xxx Executive Director for ASC	01/04/23	

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

<b>Title</b>	<b>ASC-2324-08b</b> Reablement Efficiencies
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>• In year stretch target for the Reablement service</li> <li>• Any one for whom a period in reablement is considered likely to increase independence and benefit from the intervention as opposed to going straight into Long term Care</li> <li>• Further reduction in care purchasing</li> </ul>
Version number and date of update	V1.0



**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p><b>2.1</b></p>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																																								
<p>How many people use the service currently? What is this as a % of Slough's population?</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #4F81BD; color: white;">Measure</th> <th style="background-color: #4F81BD; color: white;">Target</th> <th style="background-color: #4F81BD; color: white;">Prev</th> <th style="background-color: #4F81BD; color: white;">July 22</th> </tr> </thead> <tbody> <tr> <td><a href="#">Number of referrals to Reablement service by month</a></td> <td></td> <td>39</td> <td>42</td> </tr> <tr> <td><a href="#">Reablement, average waiting time to service commencement in days</a></td> <td>2</td> <td>1.83</td> <td>2</td> </tr> <tr> <td><a href="#">Reablement open referrals, i.e. number of people in Reablement service</a></td> <td></td> <td>53</td> <td>51</td> </tr> <tr> <td><a href="#">Reablement closed referrals by month i.e. number of people leaving service</a></td> <td></td> <td>34</td> <td>33</td> </tr> <tr> <td><a href="#">Outcome after Reablement= Independent</a></td> <td></td> <td>13</td> <td>18</td> </tr> <tr> <td><a href="#">Outcome after Reablement = Decrease in care vs previous care package</a></td> <td></td> <td>0</td> <td>0</td> </tr> <tr> <td><a href="#">Reablement: Average length of stay in days</a></td> <td></td> <td>36.2</td> <td>33.9</td> </tr> </tbody> </table> <p>There is an expectation that the number of clients going through reablement will increase significantly in 23/24 due to the reconfiguration of the service, increasing capacity from 40% currently.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;"><b>Slough Population</b></td> <td>164,800 @ 2020</td> </tr> <tr> <td>Gender</td> <td>50.67 % – Male 49.26 %- Female</td> </tr> <tr> <td>Race</td> <td>White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%</td> </tr> <tr> <td>Disability</td> <td>19% (SE Region) - <a href="#">Disability prevalence in the UK 2019/20 by region/country   Statista</a></td> </tr> </table>	Measure	Target	Prev	July 22	<a href="#">Number of referrals to Reablement service by month</a>		39	42	<a href="#">Reablement, average waiting time to service commencement in days</a>	2	1.83	2	<a href="#">Reablement open referrals, i.e. number of people in Reablement service</a>		53	51	<a href="#">Reablement closed referrals by month i.e. number of people leaving service</a>		34	33	<a href="#">Outcome after Reablement= Independent</a>		13	18	<a href="#">Outcome after Reablement = Decrease in care vs previous care package</a>		0	0	<a href="#">Reablement: Average length of stay in days</a>		36.2	33.9	<b>Slough Population</b>	164,800 @ 2020	Gender	50.67 % – Male 49.26 %- Female	Race	White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%	Disability	19% (SE Region) - <a href="#">Disability prevalence in the UK 2019/20 by region/country   Statista</a>
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	Sexual orientation	No Data
	Age	26.6% - Children 62.97% – Adults 10.43 % - 65 yrs+
	Religion or belief	Christian – 41.17% Muslim – 23.29% No Religion – 12.14% Sikh – 10.62% Hindu – 6.16% Not Stated – 5.67% Buddhist – 0.53% Jewish – 0.06% Other – 0.34%
<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></b></p>	<p>It is noted that Slough has a reasonably young population compared to national average.</p>	
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i></b></p>		
<p><b>2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b></p>		

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>4</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how have you come to this decision?</b>
	<b>Any adults can be referred for reablement. Services of this nature for children are not part of the Adult department</b>

<sup>4</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical					X		
	Sensory					X		
	Learning Difficulties					X		
	Learning Disabilities					X		
	Mental Health					X		

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					X		
<b>Age</b>	Older people (50+)					X	<b>This is checked to recognise that children are not eligible for service (including Reablement) from Adults Services, except as part of Transitions</b>	
	Younger people (16 - 25)					X		
<b>Gender Reassignment</b>						X		
<b>Impact due to pregnancy/maternity</b>						X		
<b>Groups with particular faiths and beliefs</b>						X		
<b>People on low incomes</b>						X		

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	<b>Action Required</b>	<b>Equality Groups Targeted</b>	<b>Intended outcome</b>	<b>Resources Needed</b>	<b>Name of Lead, Unit &amp; Contact Details</b>	<b>Completion Date (DD/MM/YY)</b>	<b>RAG</b>	
	<i>Enter additional rows if required</i>							

## EQUALITY IMPACT ASSESSMENT TEMPLATE

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#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

Title	<b>ASC-2324-08c</b> Direct Payments – Recoupment & review
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>There is no change to existing practice. The application of review and monitoring of spend on DP Recipient Accounts are universally applied and does not impact on individuals disproportionately. The individual's future planned spend decisions are taken into account and contingency monies are not recouped until the end of the Direct Payment Agreement</p> <ul style="list-style-type: none"> <li>• Undertaking focused reviews on long standing service packages in Mental Health.</li> <li>• It is felt that some packages may be of a higher value than currently required</li> <li>• Proportionate support packages promote independence of the individual as well as Best Value</li> <li>• We intend an efficiency inline with that outlined within the Transformation Programme</li> </ul>
Version number and date of update	V1.0

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p><b>2.1</b></p>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																	
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**2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.**

It is noted that Slough has a reasonably young population compared to national average.

**2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.**

**2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?**

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>5</sup> people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<sup>5</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	Provide brief reasons on how have you come to this decision?
	<p><b>This workstream only focuses on the packages of people via Direct Payments.</b> There is no change to existing practice. The application of review and monitoring of spend on DP Recipient Accounts are universally applied and does not impact on individuals disproportionately. The individual's future planned spend decisions are taken into account and contingency monies are not recouped until the end of the Direct Payment Agreement</p>

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical					X		
	Sensory					X		
	Learning Difficulties					X		
	Learning Disabilities					X		
	Mental Health		X					No Negative is anticipated through this piece of work. It is understood that there a number of people with Mental Health

							issues that receive a package which may no longer be proportionate to their needs. Reviews will determine this and packages will be reprofiled accordingly . This section completed as the associated savings plan relates to MH clients.
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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					X		
<b>Age</b>	Older people (50+)					X		
	Younger people (16 - 25)					X		
<b>Gender Reassignment</b>						X		
<b>Impact due to pregnancy/maternity</b>						X		
<b>Groups with particular faiths and beliefs</b>						X		
<b>People on low incomes</b>						X		

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG	
	<i>Enter additional rows if required</i>							

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

<b>Title</b>	<b>ASC-2324-08d</b> Mental Health – Service Package Review
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>• Undertaking focused reviews on long standing service packages in Mental Health.</li> <li>• It is felt that some packages may be of a higher value than currently required</li> <li>• Proportionate support packages promote independence of the individual as well as Best Value</li> <li>• We intend an efficiency in line with that outlined within the Transformation Programme</li> </ul>
Version number and date of update	V1.0

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>	
	<p>How many people use the service currently? What is this as a % of Slough’s population?</p>	<p>Using a dataset run on 18<sup>th</sup> October 2022 :</p> <p><b>257</b> “authorised” open care packages where the SU Primary Support Reason Category is Mental Health Support:</p>
	<b>Slough Population</b>	164,800 @ 2020
	Gender	50.67 % – Male 49.26 %- Female
	Race	White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%
	Disability	19% (SE Region) - <a href="#">Disability prevalence in the UK 2019/20 by region/country   Statista</a>
	Sexual orientation	No Data
	Age	26.6% - Children 62.97% – Adults 10.43 % - 65 yrs+
	Religion or belief	Christian – 41.17% Muslim – 23.29% No Religion – 12.14% Sikh – 10.62% Hindu – 6.16% Not Stated – 5.67% Buddhist – 0.53% Jewish – 0.06% Other – 0.34%

<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</b></p>	<p>It is noted that Slough has a reasonably young population compared to national average.</p>																																																					
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</b></p>																																																						
<p><b>2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b></p>																																																						
<table border="1"> <thead> <tr> <th></th> <th>None</th> <th>Positive</th> <th>Negative</th> <th>Not sure</th> </tr> </thead> <tbody> <tr> <td>Men or women</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Disabled<sup>6</sup> people (consider different types of physical, learning or mental disabilities)</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People of particular sexual orientation/s</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People in particular age groups (consider in particular children, under 21s and over 65s)</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>Impact due to pregnancy/ maternity</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People of particular faiths and beliefs</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td>People on low incomes</td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table>		None	Positive	Negative	Not sure	Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Disabled <sup>6</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
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<sup>6</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.



2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	Provide brief reasons on how have you come to this decision?
	<p><b>This workstream only focuses on the packages of people with a Mental Health diagnosis, the reduction in package costs will be based on a treatment and recovery model, using opportunities for Step down and move on wherever possible to safely encourage greater independence and less reliance on directly purchased care &amp; support.</b></p>

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical					X		
	Sensory					X		
	Learning Difficulties					X		
	Learning Disabilities					X		
	Mental Health		X					No Negative is anticipated through this piece of work.

ASC-2324-08d EqIA

								It is understood that there a number of people with Mental Health issues that receive a package which may no longer be proportionate to their needs. Reviews will determine this and packages will be reprofiled accordingly . This section completed as the associated savings plan relates to MH clients.
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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual					X		
Age	Older people (50+)					X		
	Younger people (16 - 25)					X		
Gender Reassignment						X		
Impact due to pregnancy/maternity						X		
Groups with particular faiths and beliefs						X		
People on low incomes						X		

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	<b>Action Required</b>	<b>Equality Groups Targeted</b>	<b>Intended outcome</b>	<b>Resources Needed</b>	<b>Name of Lead, Unit &amp; Contact Details</b>	<b>Completion Date (DD/MM/YY)</b>	<b>RAG</b>	
	<i>Enter additional rows if required</i>							

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

<b>Title</b>	<b>ASC-2324-08e</b> Transitions
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>• More accurately forecast pressure in young people coming into adult services and work to manage down demand for expensive out of area joint funded education and care packages. Also looking at young people in expensive and high cost packages who re aged 25 and under.</li> <li>• Cost management benefit for SBC young people’s needs to be met closer to family</li> <li>• Cost reduction – explore options of more diverse local provisions</li> </ul>
Version number and date of update	V1.0

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																	
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">How many people use the service currently? What is this as a % of Slough's population?</td> <td style="width: 50%; padding: 5px;">Approximately 15 per annum transfer into adults services however there are people up to the age of 25 that have traditionally been supported in more expensive placements.</td> </tr> <tr> <td style="padding: 5px;"><b>Slough Population</b></td> <td style="padding: 5px;">164,800 @ 2020</td> </tr> <tr> <td style="padding: 5px;">Gender</td> <td style="padding: 5px;">50.67 % – Male 49.26 %- Female</td> </tr> <tr> <td style="padding: 5px;">Race</td> <td style="padding: 5px;">White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%</td> </tr> <tr> <td style="padding: 5px;">Disability</td> <td style="padding: 5px;">19% (SE Region) - <a href="#">Disability prevalence in the UK 2019/20 by region/country   Statista</a></td> </tr> <tr> <td style="padding: 5px;">Sexual orientation</td> <td style="padding: 5px;">No Data</td> </tr> <tr> <td style="padding: 5px;">Age</td> <td style="padding: 5px;">26.6% - Children 62.97% – Adults 10.43 % - 65 yrs+</td> </tr> <tr> <td style="padding: 5px;">Religion or belief</td> <td style="padding: 5px;">Christian – 41.17% Muslim – 23.29% No Religion – 12.14% Sikh – 10.62% Hindu – 6.16% Not Stated – 5.67% Buddhist – 0.53% Jewish – 0.06% Other – 0.34%</td> </tr> </table>		How many people use the service currently? What is this as a % of Slough's population?	Approximately 15 per annum transfer into adults services however there are people up to the age of 25 that have traditionally been supported in more expensive placements.	<b>Slough Population</b>	164,800 @ 2020	Gender	50.67 % – Male 49.26 %- Female	Race	White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%	Disability	19% (SE Region) - <a href="#">Disability prevalence in the UK 2019/20 by region/country   Statista</a>	Sexual orientation	No Data	Age	26.6% - Children 62.97% – Adults 10.43 % - 65 yrs+	Religion or belief	Christian – 41.17% Muslim – 23.29% No Religion – 12.14% Sikh – 10.62% Hindu – 6.16% Not Stated – 5.67% Buddhist – 0.53% Jewish – 0.06% Other – 0.34%
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**2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.**

It is noted that Slough has a reasonably young population compared to national average.

**2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.**

**2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?**

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>7</sup> people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<sup>7</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.5	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2.6	<b>Provide brief reasons on how have you come to this decision?</b>
	Young people coming through transition are most likely to have some form of disability .



**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical					X		
	Sensory					X		
	Learning Difficulties		X		X		This work does create greater equality in resource allocation. We aim not to have some people receiving very small packages with others with comparable needs having much larger packages. There will be a reduction in the numbers of choices available as a result of the pursuit of best	

ASC-2324-08e EqIA

							value, whilst also helping to manage costs of care for vulnerable Adults with LD.	
	Learning Disabilities					X		
	Mental Health					X		

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual					X		
Age	Older people (50+)					X		
	Younger people (16 - 25)					X		
Gender Reassignment						X		
Impact due to pregnancy/maternity						X		
Groups with particular faiths and beliefs						X		
People on low incomes						X		

**SECTION 4: ACTION PLAN**

**4.1** Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

*Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.*

**NB. Add any additional rows, if required.**


Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Need to ensure more cost effective local solutions are explored to minimise the impact of not purchasing more expensive out of area provision	Disability	Manage the impact of reducing removal of more expensive options	TBC	Ann McGale – AD – ASCO Uma Makarov TM CTPLD	March 31 <sup>st</sup> 2024	AMBER
<i>Enter additional rows if required</i>						

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
--------------------------------------------------	-------------------------------------------------------------------------------------

#### SECTION 1:

<b>Title</b>	<b>ASC-2324-08f</b> Financial Assessments
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>• In year stretch target for Financial Assessment and Charging. Still some remaining historic charges to collect and assessments to be completed.</li> <li>• Benefit for SBC only</li> <li>• Increase revenue</li> </ul>
Version number and date of update	V1.0

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																																														
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<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></b></p>	<p>It is noted that Slough has a reasonably young population compared to national average.</p>	
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<p><b>2.4</b></p>	<p><b>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b></p>	

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>8</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how have you come to this decision?</b>
	<b>Every resident for whom SBC provides an ASC service is financially assessed. This is not affected in anyway by any protected characteristic.</b>

<sup>8</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical					X		
	Sensory					X		
	Learning Difficulties					X		
	Learning Disabilities					X		
	Mental Health					X		



Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					X		
<b>Age</b>	Older people (50+)					X		
	Younger people (16 - 25)					X		
<b>Gender Reassignment</b>						X		
<b>Impact due to pregnancy/maternity</b>						X		
<b>Groups with particular faiths and beliefs</b>						X		
<b>People on low incomes</b>						X		

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG	
	<i>Enter additional rows if required</i>							

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
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#### SECTION 1:

<b>Title</b>	<b>ASC-2324-08g</b> Levying the OPG Charge rate
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>• Transfer clients who are currently receiving an Appointeeship service from SBC to Deputyship arrangements which are chargeable</li> <li>• Increases SBC revenue</li> </ul>
Version number and date of update	V1.0

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																
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<p><b>If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.</b></p>																																																						

<sup>9</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.5	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	<b>Provide brief reasons on how have you come to this decision?</b>
	SBC are asked to manage the financial affairs of some people who lack capacity to be able to manage independently. This is not affected by any wider protected characteristics. The transfer to Deputyship has no impact against any protected characteristic.

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical					X		
	Sensory					X		
	Learning Difficulties					X		
	Learning Disabilities					X		
	Mental Health					X		

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					X		
<b>Age</b>	Older people (50+)					X		
	Younger people (16 - 25)					X		
<b>Gender Reassignment</b>						X		
<b>Impact due to pregnancy/maternity</b>						X		
<b>Groups with particular faiths and beliefs</b>						X		
<b>People on low incomes</b>						X		



**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
	<b>Action Required</b>	<b>Equality Groups Targeted</b>	<b>Intended outcome</b>	<b>Resources Needed</b>	<b>Name of Lead, Unit &amp; Contact Details</b>	<b>Completion Date (DD/MM/YY)</b>	<b>RAG</b>	
	<i>Enter additional rows if required</i>							

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
--------------------------------------------------	-------------------------------------------------------------------------------------

#### SECTION 1:

Title	<b>ASC-2324-08h</b> Joint Funding Protocol
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<ul style="list-style-type: none"> <li>• Joint Funding Protocol completed and signed off by LA and ICB 22/23 will be used to assure individuals with specific health needs attract the relevant funding</li> <li>• SBC and Clients paying a contribution towards service packages. (NHS free at point of delivery)</li> <li>• Increase in split funded packages – decrease in LA care purchasing cost</li> </ul>
Version number and date of update	V1.0

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li>• <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li>• <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>	
	<p>How many people use the service currently? What is this as a % of Slough's population?</p>	<p>Number of Open Care Packages - <b>2027</b>  <a href="#">Perf report August v2.pptx (sharepoint.com)</a></p> <p>To date some of these cases have had both health and social care needs but package has been fully funded by SBC unless client deemed eligible for Continuing HealthCare Funding. Joint Funding Protocol attracts additional Health Funding going into 23/24</p>
	<b>Slough Population</b>	164,800 @ 2020
	Gender	50.67 % – Male 49.26 %- Female
	Race	White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%
	Disability	19% (SE Region) - <a href="#">Disability prevalence in the UK 2019/20 by region/country   Statista</a>
	Sexual orientation	No Data
	Age	26.6% - Children 62.97% – Adults 10.43 % - 65 yrs+
	Religion or belief	Christian – 41.17% Muslim – 23.29% No Religion – 12.14% Sikh – 10.62% Hindu – 6.16% Not Stated – 5.67% Buddhist – 0.53% Jewish – 0.06% Other – 0.34%

<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</b></p>	<p>It is noted that Slough has a reasonably young population compared to national average.</p>																																																					
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</b></p>																																																						
<p><b>2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b></p>																																																						
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2.5	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	<b>Provide brief reasons on how have you come to this decision?</b>
	<b>The Implementation of the Joint Funding Protocol is based on presentation of physical health need and is not anticipated to have any impact on any group with a protected characteristic.</b>

**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

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		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
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Race	White					X		
	Mixed/Multiple ethnic groups					X		
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ASC-2324-08h EqIA

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<b>Sexual Orientation</b>	Lesbian, gay men, bisexual					X		
<b>Age</b>	Older people (50+)					X		
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<b>People on low incomes</b>						X		

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p> <p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>								
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## EQUALITY IMPACT ASSESSMENT TEMPLATE

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#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
--------------------------------------------------	-------------------------------------------------------------------------------------

#### SECTION 1:

<b>Title</b>	<b>ASC-2324-09</b> Adult Social Care Transformation Programme 2023/24 – Integration - Equality Impact Analysis: (EqIA)
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	Please see the Adult Social Care Transformation Programme - Greater Integration / Joint Commissioning with Health Business Case, 2023/24 for more details on the proposal, aims and objectives of the programme.  This Equality Analysis focuses on the impact of delivering an integrated Commissioning offer for adult social care services and Health in Slough.
Version number and date of update	V1

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p><b>2.1</b></p>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>	
	<p>How many people use the service currently? What is this as a % of Slough's population?</p>	<p>ASC estimates that there are currently 1500 clients with open care packages, just under 1% of the total population.</p> <p>The preventative services which are open to all the population have a wider reach, however the volumes for this are not tracked.</p> <p>For the purpose of this EqIA, as the services provided can impact all people in Slough, the whole population has been considered. Slough resident information<sup>11</sup> is taken from the 2011 Census and Public Health for Berkshire Observatory: <a href="#">Berkshire Observatory – Slough – Population &amp; Demographics</a> and the Office for National Statistics: <a href="#">Local Area Report for areas in England and Wales - Nomis (nomisweb.co.uk)</a></p>

<sup>11</sup> It should be noted that the number of carers known to adult social care is much smaller than the number of carers overall.

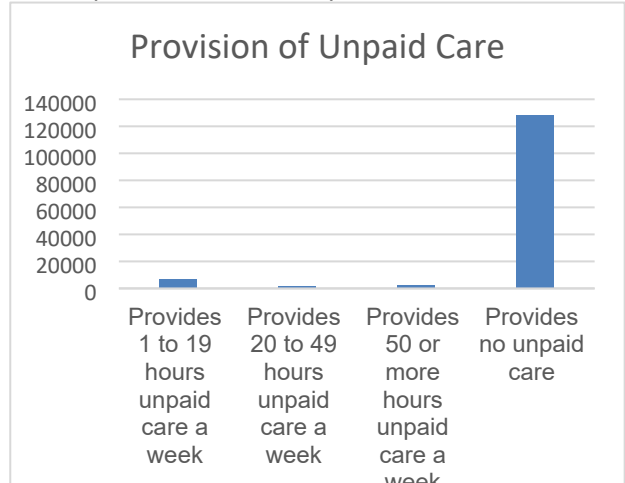
	Gender	<p><i>As of 2020.</i></p> <div data-bbox="826 181 1377 568" style="text-align: center;"> <p><b>Gender</b></p> <p>49.3% 50.7%</p> <p>■ Male ■ Female</p> </div> <table border="1" data-bbox="799 568 1422 797"> <thead> <tr> <th>Gender</th> <th>Population</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>73,748</td> <td>49.3</td> </tr> <tr> <td>Male</td> <td>75,829</td> <td>50</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>149,577</b></td> <td><b>100</b></td> </tr> </tbody> </table>	Gender	Population	Total %	Female	73,748	49.3	Male	75,829	50	<b>Grand Total</b>	<b>149,577</b>	<b>100</b>																											
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Very good health 67,156

**Grand Total 140,205**

A person is a provider of unpaid care if they look after or give help or support to family members, friends, neighbours, or others because of long-term physical or mental ill health or disability, or problems related to old age. This does not include any activities as part of paid employment. No distinction is made about whether any care that a person provides is within their own household or outside of the household, so no explicit link can be made about whether the care provided is within the household who had poor general health or a long-term health problem or disability.<sup>12</sup>



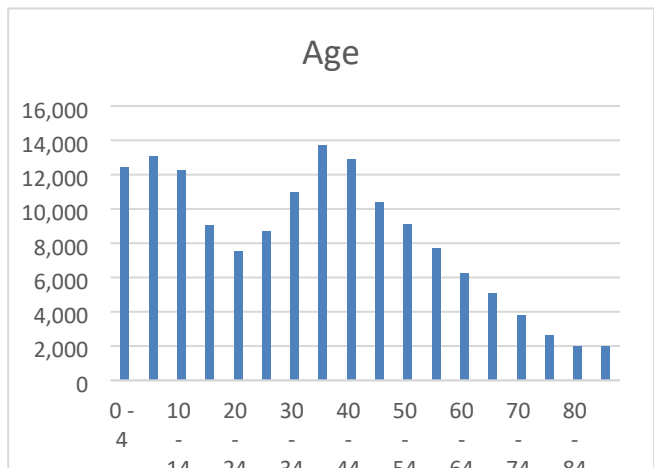
Provision of Unpaid Care	Population
Provides 1 to 19 hours unpaid care a week	7,058
Provides 20 to 49 hours unpaid care a week	1,977
Provides 50 or more hours unpaid care a week	2,591
Provides no unpaid care	128,579
<b>Grand Total</b>	<b>140,205</b>

Sexual orientation

Information on sexual orientation is not available in sufficient detail to draw meaningful comparisons.

Age

As of 2020.



Age Groups	Population	Total %
0 – 4	12,415	8.3
5 - 9	13,070	8.7
10 – 14	12,265	8.2
15 – 19	9,027	6
20 – 24	7,542	5
25 – 29	8,674	5.8
30 – 34	10,950	7.3
35 – 39	13,715	9.2
40 - 44	12,919	8.6
45 - 49	10,383	6.9
50 - 54	9,098	6.1
55 - 59	7,704	5.2
60 - 64	6,258	4.2
65 - 69	5,105	3.4
70 - 74	3,825	2.6
75 - 79	2,610	1.7
80 - 84	2,009	1.3
85+	2,008	1.3
<b>Grand Total</b>	<b>14,9577</b>	<b>100</b>

Religion or belief	As of 2011.																				
	<table border="1"> <thead> <tr> <th>Religion</th> <th>Population</th> </tr> </thead> <tbody> <tr><td>Buddhist</td><td>743</td></tr> <tr><td>Christian</td><td>57,726</td></tr> <tr><td>Hindu</td><td>8,643</td></tr> <tr><td>Jewish</td><td>87</td></tr> <tr><td>Muslim</td><td>32,655</td></tr> <tr><td>No religion</td><td>17,024</td></tr> <tr><td>Other religion</td><td>482</td></tr> <tr><td>Sikh</td><td>14,889</td></tr> <tr><td>Religion Not Stated</td><td>7,956</td></tr> </tbody> </table>	Religion	Population	Buddhist	743	Christian	57,726	Hindu	8,643	Jewish	87	Muslim	32,655	No religion	17,024	Other religion	482	Sikh	14,889	Religion Not Stated	7,956
Religion	Population																				
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Religion Not Stated	7,956																				

		<b>Grand Total</b>	<b>140,205</b>		
<b>2.2</b> Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i>	N/A				
<b>2.3</b> Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i>	N/A				
<b>2.4</b>	<b>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</b>				
		<b>None</b>	<b>Positive</b>	<b>Negative</b>	<b>Not sure</b>
	Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Disabled <sup>13</sup> people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	People of particular sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<sup>13</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>2.6</b>	<b>Provide brief reasons on how have you come to this decision?</b>
	<p><b>There is a risk of negative impact on one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010.</b></p> <p>One of the key drivers for the transformation programme is improved outcomes for Slough residents in receipt of social care support now and in the future – an increasing number of our residents need support both at a working age and in later life. In addition, there has been an increase in the complexity of people’s needs over time. SBC is aware that the sector has been under pressure to deliver better outcomes to people with more complex needs through more community-based support and better co-ordination of services at an earlier point in their care journey, as well as adapting to new and changing innovations in the care market, such as the increased use of technologies.</p> <p>All of the projects in the transformation programme address this driver, with a joint commissioning offer seeking to leverage additional efficiencies from jointly procured and commissioned services.</p>



**SECTION 3: ASSESSING THE IMPACT**

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men			Opportunity to personalise support offer and focus on positive individual outcomes.				
	Women			Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of an increased burden being placed on unpaid carers – a group where women are over-represented.		Carer needs assessments to be offered during service user reviews.	
Race	White			Opportunity to personalise support offer and focus on positive individual outcomes	Risk of language barriers being an issue in considering individual need and preference		Coproduction, consultation, and reviews to be carried out, to shape transformed services.	
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
	Black/African/Caribbean/Black British							
	Gypsies / travellers							
	Other ethnic group							

ASC-2324-09 EqIA

<b>Disability</b>	<b>Physical</b>	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Ensure transformed services maintain opportunities for people to come together and share experiences.</p>	
	<b>Sensory</b>	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	<p>Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.</p> <p>Risk that people with communication difficulties arising from disability will have trouble engaging with the proposed changes.</p>		<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Ensure communication and consultation materials are provided in an accessible format.</p> <p>Practitioners to support service users to engage with any engagement activities.</p> <p>Support through change to be considered as part of implementation planning.</p> <p>Ensure transformed services maintain opportunities for people to come together and share experiences.</p>	
	<b>Learning Difficulties</b>	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Ensure transformed services maintain opportunities for people to come together and share experiences.</p>	
	<b>Learning Disabilities</b>	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Ensure transformed services maintain opportunities for people to come together and share experiences.</p>	
	<b>Mental Health</b>	Opportunity to reduce disability discrimination and increase accessibility.		Opportunity to personalise support offer and focus on positive individual outcomes.	Risk of less opportunity for people with disabilities to come together and share experiences in a strength-based model.	The proposed changes may have a greater impact on the cohort of working age people with disabilities on the basis that this group is larger.	<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Ensure transformed services maintain opportunities for people to come together and share experiences.</p>	

ASC-2324-09 EqIA

Protected Group					No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Positive impact?			
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual			Opportunity to personalise support offer and focus on positive individual outcomes.			
<b>Age</b>	Older people (50+)			Opportunity to personalise support offer and focus on positive individual outcomes.	Some people who have used a Council Service for a number of years may not want change.  There could be a risk of less opportunity for people of the same age to come together and share experiences in a strength-based model.	Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Support through change to be considered as part of implementation planning.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
	Younger people (16 - 25)			Opportunity to personalise support offer and focus on positive individual outcomes.	There could be a risk of less opportunity for people of the same age to come together and share experiences in a strength-based model.	Coproduction, consultation, and reviews to be carried out, to shape transformed services.  Ensure transformed services maintain opportunities for people to come together and share experiences.	
<b>Gender Reassignment</b>				Opportunity to personalise support offer and focus on positive individual outcomes.			
<b>Impact due to pregnancy/maternity</b>				Opportunity to personalise support offer and focus on positive individual outcomes.			

ASC-2324-09 EqIA

<p><b>Groups with particular faiths and beliefs</b></p>			<p>Opportunity to personalise support offer and focus on positive individual outcomes.</p>	<p>Risk of the new options not being inclusive for people of different faiths.</p>		<p>Work with adult social care service users of different faiths and providers to ensure alternative offers are inclusive.</p>	
<p><b>People on low incomes</b></p>			<p>Opportunity to personalise support offer and focus on positive individual outcomes.</p>	<p>Risk that people with limited resource available (e.g., transport, technology) may have reduced access to service options.</p>		<p>Coproduction, consultation, and reviews to be carried out, to shape transformed services.</p> <p>Updating and better applying the Fairer Charging Policy will ensure fair and consistent contributions from adults receiving services. Any changes to the Fairer Charging Policy, or application of this policy, will be done in consultation and to improve fairness and improve access to services.</p> <p>Ensure communication and consultation materials are provided in an accessible format for all.</p> <p>Support through change to be considered as part of implementation planning.</p>	

**SECTION 4: ACTION PLAN**

**4.1** Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

*Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.*

**NB. Add any additional rows, if required.**

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
9. Address the risk that some people who have used a Council Service for a number of years may not want change or may find change difficult.	Age - Older people (50+) - Younger people (16 - 25)	Mitigate any impact on people who have used services for a number of years so that changes experienced are positive.	No additional	xxx Executive Director for ASC	01/04/23	
10. Address the risk that the strength-based model will result in fewer opportunities for groups of people with the same characteristic to come together and share experiences.	Younger people (16 - 25)	All people have opportunities to come together and share experiences.	No additional	xxx Executive Director for ASC	01/04/23	
11. Address the risk that people with communication needs	People with Sensory Needs	All people can engage without difficulty.	No additional	xxx Executive Director for ASC	01/04/23	

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	arising from disability will have difficulty engaging with any proposed changes.						
	12. Address the risk of an increased burden being placed on unpaid carers.	Unpaid Carers	Mitigate any impact on unpaid carers.	No additional	xxx Executive Director for ASC	01/04/23	
	13. Address the risk of language barriers being an issue in considering individual need and preference.	Ethnic Background	Remove any language barriers to communication.	No additional	xxx Executive Director for ASC	01/04/23	
	14. Address the risk of the new options not being inclusive for people of different faiths.	Groups with particular faiths and beliefs	All options are inclusive for people of all faiths.	No additional	xxx Executive Director for ASC	01/04/23	
	15. Address the risk that people with limited resource available (e.g., transport, technology) may have reduced access to service options.	People on low incomes	All people can access services equally.	No additional	xxx Executive Director for ASC	01/04/23	

## EQUALITY IMPACT ASSESSMENT TEMPLATE

### PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

#### SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:	
--------------------------------------------------	-------------------------------------------------------------------------------------

#### SECTION 1:

Title	<b>ASC-2324-10</b> Change to the Housing Assistance Policy in relation to the Better Use of Disabled Facilities Grant Project 2023/24 Equality Impact Analysis: (EqIA)
What are you analysing? <ul style="list-style-type: none"> <li>• What is the policy/project/activity/strategy looking to achieve?</li> <li>• Who is it intended to benefit? Are any specific groups targeted by this decision?</li> <li>• What results are intended?</li> </ul>	<p>This Equality Analysis relates to the increasing the flexible use of the DFG, 2023/24. Please see the Better use of the DFG Business Case, 2023/24 for more details on the proposal, aims and objectives of the programme.</p> <p>This Equality Analysis focuses on the impact of delivering transformation to adult social care services in Slough.</p>
Version number and date of update	V1

**SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?**

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<b>2.1</b>	<p><b>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</b></p> <ul style="list-style-type: none"> <li><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i></li> <li><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i></li> </ul>																									
	<p>How many people use the service currently? What is this as a % of Slough's population?</p>	<p>We currently do not hold large amounts of data of people accessing the Disability facility grant, however we have data on the current DFG waiting list.</p>																								
	<p>Gender</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;">Gender</th> <th style="width: 20%;">Nos of residents</th> </tr> </thead> <tbody> <tr> <td>F</td> <td style="text-align: center;">42</td> </tr> <tr> <td>M</td> <td style="text-align: center;">21</td> </tr> </tbody> </table> <p><b>Sexual orientation:</b> We currently do not hold this information on our system.</p>	Gender	Nos of residents	F	42	M	21																		
Gender	Nos of residents																									
F	42																									
M	21																									
	<p>Race</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;">Ethnicity</th> <th style="width: 20%;">Nos of residents</th> </tr> </thead> <tbody> <tr> <td>Any other Asian background</td> <td style="text-align: center;">7</td> </tr> <tr> <td>Any other black background</td> <td style="text-align: center;">1</td> </tr> <tr> <td>Any other ethnic group</td> <td style="text-align: center;">2</td> </tr> <tr> <td>Any other White Background</td> <td style="text-align: center;">3</td> </tr> <tr> <td>Black African</td> <td style="text-align: center;">1</td> </tr> <tr> <td>Black Caribbean</td> <td style="text-align: center;">3</td> </tr> <tr> <td>Indian</td> <td style="text-align: center;">11</td> </tr> <tr> <td>Not yet obtained</td> <td style="text-align: center;">5</td> </tr> <tr> <td>Pakistani</td> <td style="text-align: center;">12</td> </tr> <tr> <td>White British</td> <td style="text-align: center;">16</td> </tr> <tr> <td>White European</td> <td style="text-align: center;">2</td> </tr> </tbody> </table>	Ethnicity	Nos of residents	Any other Asian background	7	Any other black background	1	Any other ethnic group	2	Any other White Background	3	Black African	1	Black Caribbean	3	Indian	11	Not yet obtained	5	Pakistani	12	White British	16	White European	2
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	Sexual orientation	Information on sexual orientation is not available in sufficient detail to draw meaningful comparisons.																					
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	Religion or belief	<table border="1"> <thead> <tr> <th>Religion</th> <th>Residents</th> </tr> </thead> <tbody> <tr> <td>Not disclosed</td> <td>37</td> </tr> <tr> <td>Christian</td> <td>5</td> </tr> <tr> <td>Church of England</td> <td>2</td> </tr> <tr> <td>Hindu</td> <td>3</td> </tr> <tr> <td>Methodist</td> <td>1</td> </tr> <tr> <td>Muslim</td> <td>9</td> </tr> <tr> <td>None</td> <td>1</td> </tr> <tr> <td>Protestant</td> <td>1</td> </tr> <tr> <td>Sikh</td> <td>4</td> </tr> </tbody> </table>	Religion	Residents	Not disclosed	37	Christian	5	Church of England	2	Hindu	3	Methodist	1	Muslim	9	None	1	Protestant	1	Sikh	4	
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<p><b>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population?</b>  <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></p>	<p>The waiting list profile show that the majority of people on the list are women, older people and those with physical disabilities. The new policy will be more flexible and will allow other client groups to benefit more from these grants such as clients with a sensory impairment or dementia.</p> <p>We do not currently hold data on information and reason why residents were not successful or reason why the residents never went ahead with the application. The data we currently have is from the waiting lists which we are adapting to capture more information.</p>																						
<p><b>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population?</b>  <i>If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i></p>	<p>N/A</p>																						

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?		None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disabled <sup>14</sup> people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.**

2.5 Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
2.6 Provide brief reasons on how have you come to this decision?	

<sup>14</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

**SECTION 3: ASSESSING THE IMPACT**



In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

There will be no negative impact. The introduction of a Housing assistance policy does not alter existing processes and mandatory DFGs remain statutory. The new policy will improve services for the residents.

**SECTION 4: ACTION PLAN**

<p><b>4.1</b></p>	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p><b>NB. Add any additional rows, if required.</b></p>

**Appendix A****Equality Impact Assessment Decision Rating Guide****PLEASE SEE PAGE 1 FOR THE RATING OF EACH PROPOSAL**

Decision	Action	Risk
As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.	<b>Further advice should be taken</b>	<b>Red</b> 
As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.	<b>Proceed pending agreement of mitigating action</b>	<b>Amber</b> 
As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.	<b>Proceed</b>	<b>Green:</b> 