

Equality Impact Assessment

Directorate: People (Adults)	
Service: Purchasing and Personal Budget Team	
Name of Officer/s completing assessment: Suzanne Binns, Group manager - Purchasing	
Date of Assessment: 24.01.2024	
Name of service/function or policy being assessed: ASC Direct Payment Scheme	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To develop and publish an ASC Direct Payments Policy based on a review and update of a pre-existing staff guidance document, in order to improve transparency and information available to Slough residents about the ASC Direct Payments Scheme. What it is, how it is operated and who is eligible to receive the payments.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The Direct Payments Scheme is implemented by Direct Payment Officers within Purchasing and Personal Budgets Team which is situated within the wider People(Adults) Commissioning Team.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: The scheme is applicable for people aged 18 years or over.</p> <p>Disability: The scheme is applicable for people with a physical or learning disabilities.</p> <p>Gender Reassignment: The scheme is applicable for those who are undergoing or have undergone gender reassignment.</p> <p>Marriage and Civil Partnership: Does not directly impact.</p> <p>Pregnancy and maternity: Does not directly impact.</p> <p>Race: The scheme is applicable to all races.</p> <p>Religion and Belief: The scheme is applicable to people of all religions and beliefs.</p> <p>Sex: The scheme is applicable to all genders.</p>

	<p>Sexual orientation:The scheme is applicable to people who are from the LGBT+ communities as well as those who identify as heterosexual or non-binary.</p> <p>Other:</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Provides the ability for the DP recipient to have greater choice and control in who they employ or which agency they choose to purchase services from. This means they are able to select persons or agencies that have a lived experience of their cultural and religious beliefs and or lifestyles. They also have increased sense of dignity and independence and can make decisions how their needs will be met taking into account social networks and community resources.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>For those who lack capacity a nominated person or an Authorised Person can be appointed to manage the Direct Payment on their behalf. A managed account and payroll service are available for those unable to administer it without support. We have commissioned a pre-payment card system for ease of management of the DP Payment.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Feedback from DP Recipients demonstrates the benefits of DP. Take up of the support services is good.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Consulted with people with lived experience, the co-production network to review and revise the DP Scheme publicity, guidance and procedural documentation. We also have co-produced easy read versions of DP leaflets.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p>

	Direct Payment Recipients can link to local residents for support, make use of local community resources and can employ individuals who are looking for employment as a carer.
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Implementation of mitigating actions have already been put in place with the introduction of managed account services, payroll support services, pre-payment cards and co-produced</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>We are introducing a survey to monitor the impact of the support services and the co-produced promotion, guidance and documentation</p>

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

Action Plan and Timetable for Implementation

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

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

Name: Suzanne Binns

Signed: *S.M. Binns*.....(Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date: