

Equality Impact Assessment Guidance and Template



1. Topic of assessment

EIA title:	Home Based Breaks Service for Carers
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EIA author:	John Bangs – Senior Manager Carers Commissioning
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2. Approval

	Name	Date approved
Approved by	Anne Butler, Assistant Director, Commissioning, Adult Social Care	26 October 2012

3. Quality control

Version number		EIA completed	12 October 2012
Date saved		EIA published	Awaiting Publication

4. EIA team

Name	Job title (if applicable)	Organisation	Role
John Bangs	Senior Manager Carers Commissioning	Adult Social Care	Carers Lead
Debbie Hustings	Partnership Manager (Carers)	NHS Surrey	Member of Carers Commissioning Group (representing NHS Surrey)
Jane Thornton	Chief Executive Officer	Action for Carers (Surrey)	Chair of multi Agency Carers Commissioning Group

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>This was a joint project between Adult Social Care and Children & Young People and NHS Surrey developed through co-design. The resulting procurement process is designed to ensure the continuation of an existing independent home based breaks service.</p> <p>The care provided by Carers in Surrey alone saves public funded authorities in Surrey an estimated £1.6 Billion a year. Improving support for carers is a key priority for Adult Social Care. There is also more and more emphasis from Government on the long term benefits of supporting carers, including through increased provision of breaks.</p> <p>This project is in response to the National Carers Strategy</p>
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	<p>(November 2010) , which “identifies the actions that the Government will take over the next four years to support its priorities to ensure the best possible outcomes for carers and those they support .” More breaks for carers was further emphasised in the recent White Paper “Caring for our future: reforming care and support” on the need to invest further in support for carers.</p> <p>Moreover, the existing contract will expire in February 2013 and it is essential to maintain this service in order to continue to meet our commitments to enable carers to have a break This will also avoid putting SCC’s reputation at risk and incurring additional cost where many cases supported would require costed care packages instead.</p> <p>The service being commissioned includes the following:</p> <ul style="list-style-type: none"> ○ Direct provision of breaks services to Carers within the county of Surrey and provision of quality Home Based Care ○ Support accessing leisure activities in the community for the people receiving support so that their carers can have time to themselves. ○ Under taking an assessment of the Carer and Person Receiving Support in order to allocate the open access, preventative services and making referrals to other sources of help and information. ○ Signposting Carers to appropriate services for related conditions. ○ Quantitative and qualitative reporting to the commissioning bodies. ○ Engaging with Carers and where requested the people receiving support obtaining feedback and utilising feedback to improve the quality of service. <p>And excludes:</p> <ul style="list-style-type: none"> ○ Direct provision of Home Based Care services designed solely to meet the needs of the person receiving support and not directly connected to meeting the Carer’s needs. ○ Care Packages agreed as a result of a Community Care or Children Act Assessments undertaken by the County Council. <p>The service will operate in a flexible manner so that referrals for service can be received from SCC’s social care teams, GP Practices, other Carers organisations or from Carers themselves. The service provider will also work with the County Council to promote good practice in supporting carers through flexible home based care.</p>
<p>What proposals are you assessing?</p>	<p>There will not be any specific changes to the current service provision. None the less, this is a significant service for carers so it was considered to be good practice to undertake an Equality Impact Assessment to ensure an equitable approach to service delivery.</p>

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Who is affected by the proposals outlined above?	<ul style="list-style-type: none">○ Carers of all groups of Adults and disabled children○ People receiving care○ current provider
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6. Sources of information

Engagement carried out
<p>The objective of providing an open access home based breaks service for carers is a key priority in the Codesigned multi agency Surrey Carers Commissioning and Service Development Strategy 2012/15.</p> <p>This has been a priority for over ten years but has been given greater emphasis as a result of feedback from carers during the refresh of the Commissioning Strategy. The bidding process sought to continue the delivery of existing priorities agreed with carers representatives including details of the codesigned “service specification”.</p> <p>Carers have been involved throughout the process and have not identified any concerns about the impact on carers or the people they look after.</p>
Data used
<ul style="list-style-type: none">• Data from the Carers Chapter of the Joint Strategic Needs Assessment• Data from the Young Carers Chapter of the Joint Strategic Needs Assessment• Background information from Surrey Carers Commissioning and Service Development Strategy 2012/15.• Background information from the multi agency Young Carers Strategy for Surrey 2011/14.

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7. Impact of the new/amended policy, service or function

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p style="text-align: center;">Age</p>	<p>This service is open to all age groups including Young Carers - defined as Carers under the age of 18.</p> <p>Active support to carers helps avoid a risk of any associative discrimination to family members of people with a “protected characteristic”</p>	<p>None identified as there is no change to the service being delivered.</p>	
<p style="text-align: center;">Disability</p>	<p>This service is open to everyone with different disability types.</p> <p>Active support to carers helps avoid a risk of any associative discrimination to family members of people with a “protected characteristic”</p>	<p>None identified as there is no change to the service being delivered.</p>	
<p style="text-align: center;">Gender reassignment</p>	<p>This service is open to all.</p>	<p>None identified but there is recognised to be a risk that carers from “hard to reach” or marginalised groups could be unaware of the service.</p>	<p>The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.</p>

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Pregnancy and maternity	This service is open to all.	None identified	
Race	This service is open to all races.	None identified but there is recognised to be a risk that carers from “hard to reach” or marginalised groups could be unaware of the service.	The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.
Religion and belief	This service is open to everyone with different religion and belief.	None identified but there is recognised to be a risk that carers from “hard to reach” or marginalised groups could be unaware of the service.	The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.
Sex	This service is open to all.	None identified but there is recognised to be a risk that carers from “hard to reach” or marginalised groups could be unaware of the service.	The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.
Sexual orientation	This service is open to all.	None identified but there is recognised to be a risk that carers from “hard to reach” or marginalised groups could be unaware of the service.	The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.
Marriage and civil partnerships	This service is open to all.	None identified	

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7b. Impact of the proposals on staff with protected characteristics

* There is no impact on County Council staff

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	N/A*		
Disability	N/A*		
Gender reassignment	N/A*		
Pregnancy and maternity	N/A*		
Race	N/A*		
Religion and belief	N/A*		
Sex	N/A*		
Sexual orientation	N/A*		
Marriage and civil partnerships	N/A*		

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8. Amendments to the proposals

Change	Reason for change
The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.	To ensure a proactive approach to making the service genuinely accessible to all.

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
	The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.	As part of initiation of new contract (February/March 2013) and ongoing performance evaluation (six monthly throughout the life of the project)	John Bangs

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
None	None

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	The need for the service is identified in the codesigned Carers Commissioning Strategy which is also informed by the Joint Strategic Needs Assessment chapters on carers and young carers
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Key impacts (positive and/or negative) on people with protected characteristics	<p>While there are no specific negative impacts identified there is seen to be a need to ensure a proactive approach to making the service genuinely accessible to all.</p>
Changes you have made to the proposal as a result of the EIA	<p>The service specification and contract will require the successful service provider to work with the Council to ensure that publicity and referrals systems help ensure that the service is fully accessible to all including those from “hard to reach groups”.</p>
Key mitigating actions planned to address any outstanding negative impacts	<p>N/A</p>
Potential negative impacts that cannot be mitigated	<p>None</p>