

Appendix One – Equality Impact Assessment

**Initial Equality Impact Assessment – Service Change.**

Department	Department of Education and Social Services
Service	Future options for commissioning services with the VCS.
People involved	Clare O'Connor, Rob Persey

<p><b>1. What are the aims of the service and what changes are being proposed?</b></p> <p>The voluntary and community sector plays a key role in Wandsworth in providing services and support to older and vulnerable people that are responsive and tailored to their needs. These services are vital in helping to support independence, with better outcomes for older people and ultimately help to reduce the need for reliance other specialist services. The changes being proposed are:-</p> <ul style="list-style-type: none"><li>(a) to agree that consultation be carried out with the voluntary organisations funded to provide preventative day care services concerning contract arrangements for 2016/2017;</li><li>(b) to approve the combination of existing advice and support services into one contract from 2017/2018 with a procurement process to start by May 2016;</li><li>(c) in respect of open access day services, to instruct officers to explore a 3-year contract by direct award;</li><li>(d) to continue to work with the voluntary and community sector to explore alternative income streams;</li><li>(e) to explore the transfer of the Age UK Wandsworth befriending service into the Better Care Fund programme from 2017/2018 and through this integration, to explore joint procurement options with the Wandsworth CCG to combine preventative services for the frail elderly living in the Borough; and</li><li>(f) to approve negative General Fund revenue budget variations of £59,260 in 2016/17, £67,500 in 2017/18 and £75,650 in 2018/19 and a full year.</li></ul>
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## 2. What is the rationale behind these changes?

In January 2013 the Executive supported a proposal that as part of the closer working arrangements between the Council and the Wandsworth Clinical Commissioning Group (CCG) a review be undertaken to inform future partnerships with the voluntary sector (Paper No. 13-22). This review was conducted in the context of the new requirements placed on the Council by the Care Act 2014, and the need to ensure continuous improvement so that residents receive best value for money from commissioned and grant funded services. Moving forward the Council is seeking an effective approach to supporting the Voluntary Community Sector whilst identifying means to achieve further savings as required through the ongoing commitment to delivery on the austerity programme.

## 3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have.
Race	<p><u>Census data</u> 28.6% of residents are BME according to the 2011 Census</p> <p><u>Provider data</u></p> <ul style="list-style-type: none"><li>• AGE UK – based on the July-September quarterly return where data was provided 22% of service users were BME. This is slightly below the borough profile.</li><li>• Mushkil Aasaan – provides a service for older Asian residents. Based on the July-September quarterly return (2015-16) where data was provided 89% of service users are Asian/Asian British. This is significantly above the borough profile of 10.9%</li><li>• Older People’s Forum– not reported</li></ul> <p>It should also be noted that the Asian Women’s Association supports Asian service users and that the Furzedown Project and Hestia are focused on providing a wide range of user led / organised activities with significant proportions of BME users.</p>

Gender	<p><u>Census data</u></p> <p>52% of residents are female according to the 2011 Census.</p> <p><u>Provider data</u></p> <ul style="list-style-type: none"> <li>• AGE UK- based on the July-September quarterly return (2015-16) 78% are female. This is above the borough profile.</li> <li>• Mushkil Aasaan - based on the July-September quarterly return (2015-16) 75% are female. This is above the borough profile.</li> <li>• Older People’s Forum- not reported.</li> <li>• Asian Women’s Association – 100% female. This is above the borough profile.</li> <li>• Furzedown Project – 84% female. This is above the borough profile</li> <li>• Hestia – 72% female. This is above the borough profile</li> <li>• Regenerate Rise – 76% female. This is above the borough profile</li> <li>• St Michael’s 69% female. This is above the borough profile</li> </ul>
Disability	<p><u>Census data</u></p> <p>According to the 2011 Census the day to day activities of 4.8% of residents are limited a lot with a further 5.8% seeing day to day activities limited a little.</p> <p><u>Provider data</u></p> <ul style="list-style-type: none"> <li>• No data is currently collected</li> </ul>

Age	<p><u>Census data</u> 12.24% of residents are aged 60+ according to the 2011 Census.</p> <p><u>Provider data</u></p> <ul style="list-style-type: none"> <li>• AGE UK – provides services for older residents. Where age is recorded 100% are aged 60+. This is significantly above the borough profile. Their 14/15 quarter 4 return showed that 202 service users were registered with the online shopping service and they provided a wide range of practical support for over 300 people a quarter to help maintain independent living.</li> <li>• Mushkil Aasaan - provides services for older residents, Its July-September quarterly return (2015-16) shows that, where this is recorded, 57% are aged 60+.</li> <li>• Older People’s Forum – the forum is for older residents.</li> <li>• St Michael’s, Regenerate Rise, Hestia, Furzedown, Asian Women’s Association all provider services to older residents.</li> </ul>
Faith	<p><u>Census data:</u> In 2011, 53.0% of residents in Wandsworth were Christian. A further 27.0% stated that they had no religion, whilst 8.1% were Muslim</p> <p><u>Provider data:</u> Data not collected, except for Mushkil Aasaan who reported in Q2 (2015-16), where data was provided that 81% of service users were Muslim and 12% were Hindu. This is above the borough average.</p>
Sexual Orientation	<ul style="list-style-type: none"> <li>• Data not collected</li> </ul>

**4. Thinking about each group below please list the impact that the service change will have.**

	<u>Positive impacts</u>	<u>Possible negative impacts</u>
Age	<p>Open Access Day Services:</p> <p>Intention to offer 3 year contract will continue to support providers to develop sustainable business models and source other opportunities external to the Council for funding. Aligning proposed contractual arrangements between the Council and the CCG will better support the development and promotion of wellbeing preventative approaches. This will support the provision of services to older residents.</p> <p>Preventative Services:</p> <p>Extending funding for 12 months with Age UK, Mushkil Aasaan and Older people's Forum will ensure older residents are able to access preventative support services.</p> <p>Using the 12 months to develop a specification and competitively tender the service will ensure that residents have access to services which have been reviewed and reflect current and future needs. As with all procurement exercises equality considerations will be incorporated into the specification and an EIA will be submitted to Executive alongside the specification.</p>	<p>All providers:</p> <p>All provide services to older residents. Any changes in funding levels will therefore potentially negatively impact on older residents. In order to mitigate against any negative impact any changes in funding will be negotiated with providers and every attempt made to minimise impact on services to residents. In addition, the Council will continue to work with the voluntary and community sector to explore alternative income streams. As regards open access day services the move to a three year contract should provide financial certainty to these organisations and it is believed that the added benefits brought by this longer term financial stability will help mitigate the impact of any change.</p>

Race	<p>All providers/services: All new service specifications will ensure that hard to reach groups are engaged and supported by new services.</p> <p>Open Access Day Services: The intention to offer 3 year contracts to Hestia and Asian Women’s Association will ensure that these projects are able to continue to support BME residents.</p> <p>Preventative Services: Impact as set out in the age section.</p>	<p>Mushkil Aasaan, Hestia, Asian Women’s Association and the Furzedown Project all support significant numbers of BME residents. Any changes in funding levels to these organisations will therefore potentially negatively impact on BME residents. In order to mitigate against any negative impact any changes in funding will be negotiated with providers and every attempt made to minimise impact on services to residents. In addition, the Council will continue to work with the voluntary and community sector to explore alternative income streams.</p>
Gender	<p>Open Access Day Service All open access providers support significant numbers of female residents. The intention to offer 3 year contracts will ensure that these projects are able to continue to support female residents and also engage more male residents.</p> <p>Preventative Services: Impact as set out in the age section.</p>	<p>All open access day service providers and Mushkil Aasaan support a significant number of female residents. Any changes in funding levels to these organisations will therefore potentially negatively impact on female residents. In order to mitigate against any negative impact any changes in funding will be negotiated with providers and every attempt made to minimise impact on services to residents. In addition, the Council will continue to work with the voluntary and community sector to explore alternative income streams.</p>
Disability	As outlined in the Age section	As outlined in the age section.
Faith	<p>Positive impact as identified in age sections. All new service specifications will ensure that hard to reach groups are engaged and supported by new services.</p>	<p>A significant percentage of residents who use Mushkil Aasaan are Muslim or Hindu. Any changes in funding levels to this organisation will therefore potentially negatively impact on Muslim or Hindu residents. In order</p>

		to mitigate against any negative impact any changes in funding will be negotiated with providers and every attempt made to minimise impact on services to residents. In addition, the Council will continue to work with the voluntary and community sector to explore alternative income streams
Sexual orientation	Positive impact as identified in age. All new service specifications will ensure that hard to reach groups are engaged and supported by new services.	Data not currently collected.

**5. Is a full EIA required? No.**

- Is the service a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes
- Overall will the change have a negative impact on any of the equality groups? Potential negative impacts have been identified together with a set of mitigating actions. .

**Comments - Please give the rationale here for not undertaking a full EIA**

Data is held and has been used to identify potential impact. Mitigating actions have been identified.

**6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)**

In order to mitigate against any negative impact which may result from changes in funding levels any changes in funding will be negotiated with providers and every attempt made to minimise impact on services to residents. In addition, the Council will continue to work with the voluntary and community sector to explore alternative income streams. As regards open access day services the move to a three year contract should provide financial certainty to these organisations and it is believed that the added benefits brought by this longer term financial stability will help mitigate the impact of any change.

Approved by: Clare O'Connor