

Appendix 2
Initial Equality Impact Assessment – Service Change.

Department	Department of Education and Social Services
Service	Shared Lives Service
People involved	Mike Abel (Commissioning Manager)

1. What are the aims of the service and what changes are being proposed?

The Shared Lives service provides placements for people with learning disabilities in the family homes of paid carers. It supports the carers to provide high quality, round the clock care to service users. All carers have to attend equality and diversity training.

Currently there are 44 placements (29 permanent and 15 respite) and referrals to the service are made by Social Workers in DESS, following assessment of service users.

The permanent placements provide a person centred and less expensive alternative to residential care.

The service is provided by Southside Partnership under a contract with the Council which expires on 30th September 2016. The proposal is to jointly commission a Shared Lives service with Richmond Council with a similar specification to the one in place at present. There will continue to be scope for new referrals to be made to the service.

The service specifications will be available to members as an appendix to this report.

2. What is the rationale behind these changes?

The joint commissioning arrangement with Richmond Council is intended to produce efficiency savings. The Service is provided as a personalised alternative to residential care and is CQC registered.

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. Do not put what the information shows you
Race	Table 1

	<table><tr><td></td><td>Census 2011 Wands</td><td>Placements</td><td>%</td><td></td><td></td><td></td></tr><tr><td>White including White Other</td><td>71.4%</td><td>36</td><td>82%</td><td></td><td></td><td></td></tr><tr><td>Black/Black other</td><td>10.6%</td><td>6</td><td>14%</td><td></td><td></td><td></td></tr><tr><td>Asian/Asian British</td><td>10.9%</td><td>1</td><td>2%</td><td></td><td></td><td></td></tr><tr><td>Mixed/Multiple ethnic group</td><td>5%</td><td>1</td><td>2%</td><td></td><td></td><td></td></tr><tr><td>Other ethnic groups</td><td>12%</td><td>0</td><td>0%</td><td></td><td></td><td></td></tr></table>		Census 2011 Wands	Placements	%				White including White Other	71.4%	36	82%				Black/Black other	10.6%	6	14%				Asian/Asian British	10.9%	1	2%				Mixed/Multiple ethnic group	5%	1	2%				Other ethnic groups	12%	0	0%			
	Census 2011 Wands	Placements	%																																								
White including White Other	71.4%	36	82%																																								
Black/Black other	10.6%	6	14%																																								
Asian/Asian British	10.9%	1	2%																																								
Mixed/Multiple ethnic group	5%	1	2%																																								
Other ethnic groups	12%	0	0%																																								
Gender	Male=20, Female=24																																										
Disability	All the service users have learning disabilities.																																										
Age	<table><tr><td colspan="7">Table 2</td></tr><tr><td></td><td>Census 2011 (%) Wands</td><td>Placements</td><td>%</td><td></td><td></td><td></td></tr><tr><td>18-24 years</td><td>9.5%</td><td>8</td><td>18%</td><td></td><td></td><td></td></tr><tr><td>25-44 years</td><td>55.5%</td><td>17</td><td>39%</td><td></td><td></td><td></td></tr><tr><td>45-64</td><td>17.7%</td><td>10</td><td>23%</td><td></td><td></td><td></td></tr><tr><td>64 and older</td><td>8.8</td><td>9</td><td>20%</td><td></td><td></td><td></td></tr></table>	Table 2								Census 2011 (%) Wands	Placements	%				18-24 years	9.5%	8	18%				25-44 years	55.5%	17	39%				45-64	17.7%	10	23%				64 and older	8.8	9	20%			
Table 2																																											
	Census 2011 (%) Wands	Placements	%																																								
18-24 years	9.5%	8	18%																																								
25-44 years	55.5%	17	39%																																								
45-64	17.7%	10	23%																																								
64 and older	8.8	9	20%																																								
Faith	Data not systematically collected, but service providers are required to operate within the Equalities Act 2010 and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire.																																										
Sexual Orientation	Data not systematically collected but service providers are required to operate within the Equalities Act and demonstrate compliance with the legislation through their completion of the prequalifying questionnaire.																																										

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

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	The Shared Lives Service has 18% BME service users. This is lower than in the local population as a whole but,	Slight possibility of significant change in the proportion of BME users accessing the service. Any such trends will

	given the small numbers, the difference is not significant.	be picked up and addressed during quarterly monitoring.
Gender	There is approximately a 45%/55% male/female gender split reflecting a fairly even take up of the service.	No negative impact anticipated
Disability	The Service is solely for people with learning disabilities and referrals are made by Social Workers following assessment.	No negative impact expected as everyone referred for the service has a learning disability.
Age	There is a good spread of ages, including those over 65. All eligible people with LD can be referred to the Shared Lives service.	No significant changes are anticipated in terms of age. Quarterly monitoring of the service will detect and address any issues in this regard
Faith	The Faith of each individual is considered in the development of personalised support plans.	No negative impact expected as carers are fully aware of any needs that are linked to a person's faith prior to their placement. Any post placement issues identified at quarterly reviews will be addressed.
Sexual orientation	Any issues related to a person's sexual orientation are reflected in their personalised support plans.	No negative impact expected. Any post placement issues identified at quarterly reviews will be addressed.

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? No.

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

The type of support provided by the service is not changing and no negative impact on people with protected characteristics has 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)

The retendered service includes clauses which will be reported on annually to

demonstrate compliance with the Equality Act 2010 and all other statutory provision relating to discrimination in employment or service provision.

Monitoring will continue quarterly and referrals of service users of all protected characteristics will be encouraged. Any changes in user profile will be raised via routine contract monitoring.

Date: 25.01.16

Approved by: Clare O'Connor