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.

Proposal	Proposal name	Page
reference		Number
ASC-2324-08a	Demand management Initiatives:	1 - 14
A3C 2324 000	Practice and Process Development	
	Review of hospital discharge/6-week review	
	Diverting Demand	
	Accommodation with Support	
	Further cost reductions, efficiencies, and vacancy	
	factor	
ASC-2324-08b	Reablement Efficiencies	15 - 21
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

SECTION 1:

Title	ASC-2324-08a
	Adult Social Care Transformation Programme 2023/24 – Demand Management Initiatives:
	 Practice and Process Development Review of hospital discharge/6-week review Diverting Demand Accommodation with Support Further cost reductions, efficiencies, and vacancy factor
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? 	Equality Impact Analysis: (EqIA) 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.
What results are intended?	This Equality Analysis focuses on the impact of delivering transformation via the various demand management initiatives to adult social care services 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.

2.1	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal 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. 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 					
	How many people use the service currently? What is this as a % of Slough's population? f	ASC estimates that there are currently 1500 clients with open care packages, just under 1% of the total population. The preventative services which are open to all the population have a wider reach, however the volumes for this are not tracked. For the purpose of this EqIA, as the services provided can impact all people in Slough, the whole population has been considered. Slough resident information¹ is taken from the 2011 Census and Public Health for Berkshire Observatory: Berkshire Observatory – Slough – Population & Demographics and the Office for National Statistics: Local Area Report for areas in England and Wales - Nomis (nomisweb.co.uk)				

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

Gender	As of 2020.	
	Gender	
	49.3% 50.7% • Male • Female	
	Gender Population Total %	
	Female 73,748 49.3	
	Male 75,829 50	ı
	Grand Total 149,577 100 As of 2011.	
	Total	
	Total Ethnicity Population %	
	EthnicityPopulation%African7,5485.38	
	EthnicityPopulation%African7,5485.38Bangladeshi5490.39	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/ Scottish/Northern 48,401 34.52 Irish/British Gypsy or Irish 220 0.16	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/ Scottish/Northern 48,401 34.52 Irish/British Gypsy or Irish 220 0.16 Traveller 0.16	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/ Scottish/Northern 48,401 34.52 Irish/British Gypsy or Irish 220 0.16 Traveller 21,922 15.64	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/ Scottish/Northern 48,401 34.52 Irish/British Gypsy or Irish 220 0.16 Traveller 21,922 15.64 Irish 1,607 1.15	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/ Scottish/Northern 48,401 34.52 Irish/British Gypsy or Irish 220 0.16 Traveller Indian 21,922 15.64 Irish 1,607 1.15 Other Asian 7,560 5.4	
	Ethnicity Population % African 7,548 5.38 Bangladeshi 549 0.39 Caribbean 3,096 2.21 Chinese 797 0.57 English/Welsh/ Scottish/Northern 48,401 34.52 Irish/British Gypsy or Irish 220 0.16 Traveller 21,922 15.64 Irish 1,607 1.15	

	Other Mixed	1,055	0.75	
	Other White	13,825	9.86	
	Pakistani	24,869	17.74	
	White and Asian	1,429	1.02	
		1,429	1.02	
	White and Black	607	0.43	
	African			
	White and Black	1,667	1.19	
	Caribbean	1,007	1.19	
	Grand Total	140,205	100	
		Ethnicity		
	70000	cilincity		
	60000			
	50000			
	40000			
	30000			
	20000			
	10000			
	0			
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	et et	s fileg. "itec.		
	othe Asia	ckly. W.		
	Arty other estimic group Asiania	adultifican Caibb.		
D: 149	, ,			
Disability	As of 2011.			
	In the 2011 Census, 9,	322 residents bety	ween the ages	of
	16-64 reported living	with a physical dis	ability. Over 1,	,350
	people were reported		•	
	health problem. There	_		
	-			i+h
	living with sight loss in		_	
	severe sight loss (bline		_	_
	of 65 live with a mode	rate to severe hea	aring impairme	ents
	(more have a profoun	d impairment). He	aring	
	impairments in young	er adults in Slough	is expected to	0
	increase by 20% over	•	•	
	over 65s have been re	corded by their G	PS as living with	.[1
	dementia.			
		Disability		
		,		
	80000			
	60000			
	40000			
	20000			
	0		1 1	
	Bad Fa			
	health hea	alth health heal	th good health	
	Disability Status	Population		
	Bad health	4,906	I.A.	
1	Dau neami			
	Fair health	16,288		

	Good health	50,464	
	Very bad health	1,391 A	
	Very good health	67,156	
	Grand Total	140,205	
		npaid care if they look after or	
	-		
	give help or support to f	-	
		ecause of long-term physical or	
	mental ill health or disal	pility, or problems related to old	
	age. This does not include	de any activities as part of paid	
	~	tion is made about whether any	
		des is within their own househol	
		nold, so no explicit link can be	
		e care provided is within the	
	-	r general health or a long-term	
	health problem or disab	ility. ²	
	Provision o	f Unpaid Care	
	140000		
	120000		
	100000		
	80000		
	60000		
	40000		
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	Provides Prov	ides Provides Provides	
	1 to 19 20 to		
	hours hou		
	unpaid unp		
	care a care week we	· ·	
	week we	week	
	Duovision of Hanail C	Tana Danulation	
	Provision of Unpaid C		
	Provides 1 to 19 hours	unpaid	
	Provides 1 to 19 hours care a week	unpaid 7,058	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours	unpaid 7,058	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week	unpaid 7,058 s 1,977	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours	unpaid 7,058 s 1,977	
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	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more hounpaid care a week Provides no unpaid care	unpaid 7,058 1,977 ours 2,591 e 128,579	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more hounpaid care a week	unpaid 7,058 s 1,977 ours 2,591	
Sexual orientation	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or	unpaid 7,058 1,977 ours 2,591 e 128,579	
Sexual orientation Age	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or	unpaid 7,058 5 1,977 burs 2,591 e 128,579 140,205 rientation is not available in	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw	unpaid 7,058 1,977 ours 2,591 e 128,579 140,205 rientation is not available in meaningful comparisons.	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw	unpaid 7,058 5 1,977 burs 2,591 e 128,579 140,205 rientation is not available in	
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	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw As of 2020.	unpaid 7,058 1,977 ours 2,591 e 128,579 140,205 rientation is not available in meaningful comparisons.	
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	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw As of 2020. 16,000 14,000 12,000 10,000 8,000 4,000	unpaid 7,058 1,977 ours 2,591 e 128,579 140,205 rientation is not available in meaningful comparisons.	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw As of 2020. 16,000 14,000 12,000 10,000 8,000 4,000 2,000	unpaid 7,058 1,977 ours 2,591 e 128,579 140,205 rientation is not available in meaningful comparisons.	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more hounpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw As of 2020. 16,000 14,000 12,000 10,000 8,000 4,000 2,000 0	unpaid 7,058 1,977 ours 2,591 e 128,579 140,205 rientation is not available in meaningful comparisons.	
	Provides 1 to 19 hours care a week Provides 20 to 49 hours unpaid care a week Provides 50 or more ho unpaid care a week Provides no unpaid care Grand Total Information on sexual or sufficient detail to draw As of 2020. 16,000 14,000 12,000 10,000 8,000 4,000 2,000	unpaid 7,058 1,977 ours 2,591 e 128,579 140,205 rientation is not available in meaningful comparisons.	

	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
	Grand Total	14,9577	100
Religion or belief	As of 2011.		
		Religion	
	70000		
	60000		
	50000		
	40000		
	30000		
	20000		
	10000		
	Buddhiet Chietian Li	indu Jewish Musiki eligion eli	gion sikh stated
	Religion		pulation
	Buddhist	74	13
	Christian	57	,726
	Hindu	8,	643
	Jewish	87	,
	Muslim	32	2,655
	No religion		7,024
	Other religion Sikh	48	32 1,889

² Berkshire Observatory – Slough – Population & Demographics

		Religion Not St	tated		7,956	
		Grand Total			140,205	
	21/2					
2.2 Are there any groups with protected	N/A					
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.						
2.3 Are there any	N/A					
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.						
	policy or proposal have the p			ately impa	ct on people	with a
protected characte	eristic? If so, is the impact po	ositive or negative	e?			
		I	None	Positive	Negative	Not sure
Men or women					Negative	
	ular race or ethnicity (includ	ing refugees,				
	nigrants and gypsies and trav					
	(consider different types of p	ohysical,	\boxtimes			
learning or menta						
L L Doonlo of particu			1 1	ı IXI	1 1 1	1 1
People of particu	ar sexual orientation/s					

 $^{^{3}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

 \boxtimes

People in particular age groups (consider in particular

children, under 21s and over 65s)

	have undergone a process or part of a process of gender reassignment				
	Impact due to pregnancy/ maternity		\square		
	People of particular faiths and beliefs		$\overline{\square}$		
	People on low incomes				
	If any of the answers to the questions above is, "negative" or detailed impact assessment.	"unclear"	you will no	eed to unde	ertake a
2.5	Based on your responses, should a full, detailed EIA be carr	ied out on	the projec	t, policy or	proposal
	Yes No				
2.6	Provide brief reasons on how have you come to this decisio	n?			
	There is a risk of negative impact on one or more of the nincharacteristic under the Equality Act 2010.	e groups o	f people w	ho share a p	orotected
	One of the key drivers for the transformation programme is i receipt of social care support now and in the future — an incressupport both at a working age and in later life. In addition, the	easing nun	nber of our	residents n	eed

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 coordination 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.

All of the projects in the transformation programme address this driver.

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.

		Positive impact?			Negative impact? If	No specific impact	If the impact is negative how can it be mitigated? Please	What, if any, are the cumulative effects of
Protected	Protected Group		Eliminate discrimination Advance equality Good relations		so, please specify the nature and extent of that impact		specify any mitigation measures and how and when they will be implemented	this decision when viewed in the context of other Council decisions and their equality impacts
Candar	Men			Opportunity to personalise support offer and focus on positive individual outcomes.				
Gender	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.	
	White							
	Mixed/Multiple ethnic groups			-				
	Asian/Asian British			Opportunity to personalise	Risk of language			
Race	Black/African/Caribbe an/ Black British			support offer and focus on positive individual outcomes	barriers being an issue in considering individual need and preference		Coproduction, consultation, and reviews to be carried out, to shape transformed services.	
	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.	

	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	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual			Opportunity to personalise support offer and focus on positive individual outcomes.				
Age	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.	
Gender Reassignment				Opportunity to personalise support offer and focus on positive individual outcomes.				

			ļ.	
Impact due to pregnancy/maternity	perso suppo and fo pos indi	rtunity to onalise ort offer focus on sitive ividual comes.		
Groups with particular faiths and beliefs	perso suppo and fo pos indi	rtunity to onalise ort offer occus on sistive ividual comes. Risk of the new options not being inclusive for people of different faiths.	Work with adult social care service users of different faiths and providers to ensure alternative offers are inclusive.	
People on low incomes	perso suppo and fo pos indi	rtunity to onalise ort offer ocus on sistive ividual comes. Risk that people with limited resource available (e.g., transport, technology) may have reduced access to service options.	Coproduction, consultation, and reviews to be carried out, to shape transformed services. 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. Ensure communication and consultation materials are provided in an accessible format for all. Support through change to be considered as part of implementation planning.	

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
 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	
 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	

 4. Address the risk of an increased burden being placed on unpaid carers. 5. Address the risk of language barriers being an issue in considering individual need and preference. 	Unpaid Carers Ethnic Background	Mitigate any impact on unpaid carers. Remove any language barriers to communication.	No additional No additional	xxx Executive Director for ASC 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

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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.

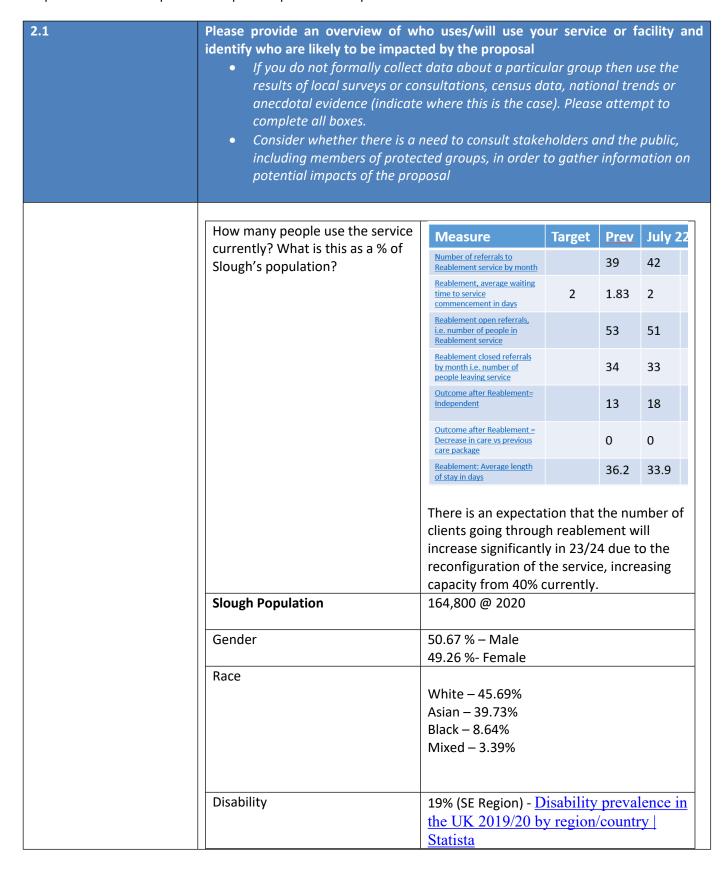
SUMMARY RAG RATING

SECTION 1:

Title What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are	ASC-2324-08b Reablement Efficiencies In year stretch target for the Reablement service Any one for whom a period in reablement is considered likely to increase independence and benefit from the intervention as opposed to going
any specific groups targeted by this decision?What results are intended?	straight into Long term Care Further reduction in care purchasing
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.



	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%	
2.2 Are there any groups		reasonably young population compared to nation	al
with protected	average.		
characteristic that are			
overrepresented in the			
monitoring information			
monitoring information relative to their size of			
monitoring information relative to their size of the population? If so, this			
monitoring information relative to their size of the population? If so, this could indicate that the			
monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a			
monitoring information relative to their size of the population? If so, this could indicate that the			
monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a			
monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact			
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			
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. 2.3 Are there any groups with protected			
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. 2.3 Are there any groups with protected characteristics that are			
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. 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 proposal may have a disproportionate impact on this group even if it is a universal service. 2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information			
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. 2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of			
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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. 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			
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. 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			
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. 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			

protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	\boxtimes			
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)				
Disabled ⁴ people (consider different types of physical, learning or mental disabilities)				
People of particular sexual orientation/s				
People in particular age groups (consider in particular children, under 21s and over 65s)				
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment				
Impact due to pregnancy/ maternity	\boxtimes			
People of particular faiths and beliefs				
People on low incomes	\boxtimes			
If any of the answers to the quest detailed impact assessment.	ions above is, "	negative" or "und	clear" you will nee	d to undertake
Based on your responses, should	d a full, detaile	d EIA be carried o	out on the project,	policy or prope
Yes No 🖂				
Yes No No Provide brief reasons on how ha	ve you come to	o this decision?		

 $^{^4}$ 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.

		Positive impact?			Negative specific impact? If	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this	
Protected Group		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	decision when viewed in the context of other Council decisions and their equality impacts
Gender	Men					Х		
Gender	Women					Х		
	White					Х		
	Mixed/Multiple ethnic groups					Х		
	Asian/Asian British					Х		
Race	Black/African/Caribbean/ Black British					Х		
	Gypsies / travellers					Х		
	Other ethnic group					Х		
	Physical					Х		
	Sensory					Х		
Disability	Learning Difficulties					Х		
	Learning Disabilities					Х		
	Mental Health					Х		

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

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
Enter additional rows if required						

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.

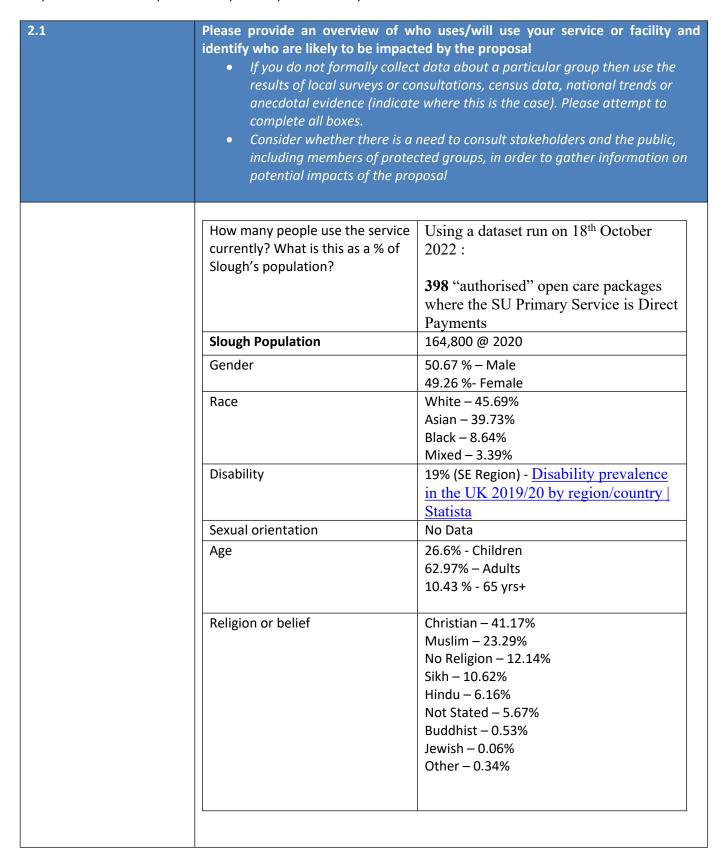
SUMMARY RAG RATING

SECTION 1:

Title	ASC-2324-08c
What are you analysing?	Direct Payments – Recoupment & review
 What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	 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 Undertaking focused reviews on long standing service packages in Mental Health. It is felt that some packages may be of a higher value than currently required Proportionate support packages promote independence of the individual as well as Best Value We intend an efficiency inline with that outlined within the Transformation Programme
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.



2.2 Are there any groups It is	s noted that Slough has a rea	sonably vo	ung populati	on compared	l to national
	erage.	, , ,			
characteristic that are	5.486.				
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.					
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 potentia	l to disprop	ortionately	impact on pe	eople with a
	proposal have the potential f so, is the impact positive o			impact on pe	eople with a
				impact on pe	eople with a
				impact on pe	eople with a
		r negative?			·
protected characteristic? I	f so, is the impact positive o	r negative?			·
Men or women People of a particular rac	f so, is the impact positive o	r negative?			·
Men or women People of a particular rac	f so, is the impact positive o e or ethnicity (including	r negative?			·
Men or women People of a particular rac refugees, asylum seekers	e or ethnicity (including , migrants and gypsies and	r negative?			·
Men or women People of a particular rac refugees, asylum seekers travellers)	e or ethnicity (including , migrants and gypsies and	r negative?			·
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (conside	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities)	r negative?			·
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (conside physical, learning or men	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s	r negative?			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or men people of particular sexual people of particular sexual physical p	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in	r negative?			·
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (conside physical, learning or men People of particular sexual People in particular age g	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s)	r negative?			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or menter People of particular sexual People in particular ageing particular children, under People who are intending	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s)	None Sample of the content of the			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or menter People of particular sexual People in particular ageing particular children, under People who are intending	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of	None Sample of the content of the			·
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (conside physical, learning or men People of particular sexual People in particular age g particular children, under People who are intending undergoing or have under	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment	None Sample of the content of the			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or menter People of particular sexual People in particular age generaticular children, under People who are intending undergoing or have under a process of gender reasylmpact due to pregnancy.	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity	None None			·
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or ment people of particular sexual people in particular age granticular children, under people who are intending undergoing or have under a process of gender reass.	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity	None None			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or menter People of particular sexual People in particular age granticular children, under People who are intending undergoing or have under a process of gender reast Impact due to pregnancy People of particular faiths	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity	None None			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or menter People of particular sexual People in particular age granticular children, under People who are intending undergoing or have under a process of gender reast Impact due to pregnancy People of particular faiths	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity	None None			·
Men or women People of a particular race refugees, asylum seekers travellers) Disabled ⁵ people (consider physical, learning or menter People of particular sexual People in particular age granticular children, under People who are intending undergoing or have under a process of gender reast Impact due to pregnancy People of particular faiths	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity	None None			·
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (conside physical, learning or men People of particular sexual People in particular age giparticular children, under People who are intending undergoing or have under a process of gender reast Impact due to pregnancy. People of particular faiths People on low incomes	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity	None Sample of the content of the	Positive	Negative	Not sure
Men or women People of a particular rac refugees, asylum seekers travellers) Disabled ⁵ people (conside physical, learning or men People of particular sexual People in particular age giparticular children, under People who are intending undergoing or have under a process of gender reast Impact due to pregnancy. People of particular faiths People on low incomes	e or ethnicity (including , migrants and gypsies and er different types of tal disabilities) al orientation/s groups (consider in 21s and over 65s) g to undergo, are rgone a process or part of signment / maternity s and beliefs	None Sample of the content of the	Positive	Negative	Not sure

 $^{^{5}}$ 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 No 🖂
2.6	Provide brief reasons on how have you come to this decision?
	This workstream only focuses on the packages of people via Direct Payments. 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

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?			specific	If the impact is negative how can it	What, if any, are the cumulative effects of this decision when viewed in the context	
Protected			Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	be mitigated? Please specify any mitigation measures and how and when they will be implemented	of other Council decisions and their equality impacts	
Gender	Men					Х			
Gender	Women					x			
	White					Х			
	Mixed/Multiple ethnic groups					x			
	Asian/Asian British					Х			
Race	Black/African/Caribbean/ Black British					Х			
	Gypsies / travellers					Х			
	Other ethnic group					×			
	Physical					Х			
	Sensory					Х			
Disability	Learning Difficulties					Х			
Disability	Learning Disabilities					Х			
	Mental Health		Х					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.

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

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
Enter additional rows if required						

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	ASC-2324-08d
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	 Mental Health – Service Package Review Undertaking focused reviews on long standing service packages in Mental Health. It is felt that some packages may be of a higher value than currently required Proportionate support packages promote independence of the individual as well as Best Value We intend an efficiency in line with that outlined within the Transformation Programme
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.

2.1	 If you do not formally collecting results of local surveys or control anecdotal evidence (indicat complete all boxes. Consider whether there is a 	t data about a particular group then use the consultations, census data, national trends or e where this is the case). Please attempt to need to consult stakeholders and the public, acted groups, in order to gather information
	How many people use the service currently? What is this as a % of Slough's population?	Using a dataset run on 18 th October 2022: 257 "authorised" open care packages where the SU Primary Support Reason Category is Mental Health Support:
	Slough Population	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) - <u>Disability prevalence</u> in the UK 2019/20 by region/country Statista
	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%

A3C-23	524-080 LQIA			
2.2 Are there any groups It is noted that Slo	ough has a reasonably yo	ung populat	ion compared	to national
with protected characteristic average.			•	
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.				
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 th		tionately im	pact on peop	le with a
protected characteristic? If so, is the impact		tionately im	pact on peop	ole with a
				le with a
	positive or negative? None	Positive Positive	Negative	Not sure
	positive or negative? None			
Men or women People of a particular race or ethnicity (incl	None uding			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gyp	None uding			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gyp travellers)	None uding osies and			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gyp travellers) Disabled ⁶ people (consider different types of	None uding osies and			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gyptravellers) Disabled ⁶ people (consider different types of learning or mental disabilities)	None uding osies and			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s	None uding Sies and of physical,			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in	None uding Sies and of physical,			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gyp travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s)	None uding osies and of physical,			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are under	None uding osies and of physical, particular undergoing			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a process.	None uding osies and of physical, particular undergoing			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gyp travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment	None uding osies and of physical, particular undergoing rocess of			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity	None uding osies and of physical, oparticular or particular or particul			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None uding osies and properticular undergoing rocess of			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity	None uding osies and of physical, oparticular or particular or particul			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None uding osies and properticular undergoing rocess of			
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs People on low incomes	None uding Sies and Sies Sies Sies Sies Sies Sies Sies Sies	Positive	Negative	Not sure
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs People on low incomes	None uding Sies and Sies Sies Sies Sies Sies Sies Sies Sies	Positive	Negative	Not sure
Men or women People of a particular race or ethnicity (incl refugees, asylum seekers, migrants and gypt travellers) Disabled ⁶ people (consider different types of learning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in children, under 21s and over 65s) People who are intending to undergo, are used or have undergone a process or part of a progender reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs People on low incomes	None uding Sies and Sies Sies Sies Sies Sies Sies Sies Sies	Positive	Negative	Not sure

 $^{^{6}}$ 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 No 🖂
2.6	Provide brief reasons on how have you come to this decision?
	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 & support.

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

 7.50 252 F 500 Eq. (1)							
							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.

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

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
Enter additional rows if required						

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

SECTION 1:

Title	ASC-2324-08e
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	 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. Cost management benefit for SBC young people's needs to be met closer to family Cost reduction – explore options of more diverse local provisions
Version number and date of update	V1.0

ASC-2324-08e EqIA

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.

2.1	Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal • 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. • 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							
	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.						
	Slough Population Gender	164,800 @ 2020 50.67 % – Male 49.26 %- Female						
	Race	White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%						
	Disability	19% (SE Region) - <u>Disability prevalence</u> in the UK 2019/20 by region/country Statista						
	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%						

	oted that Slough has a reason	ably young	population	compared t	to national
with protected avera	ge.				
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.					
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 pr			ionately im	pact on pec	pple with a
			ionately im	pact on pec	ople with a
2.4 Does the project, policy or pr			ionately im	pact on pec	Not sure
2.4 Does the project, policy or pr		egative?			
2.4 Does the project, policy or proposed protected characteristic? If some Men or women	o, is the impact positive or no	egative?			
2.4 Does the project, policy or properties of protected characteristic? If so	o, is the impact positive or ne	None			
2.4 Does the project, policy or proprotected characteristic? If some Men or women People of a particular race of	o, is the impact positive or ne	None			
2.4 Does the project, policy or proportion of protected characteristic? If some of the project, policy or proportion of the project, policy or pro	or ethnicity (including nigrants and gypsies and	None			
2.4 Does the project, policy or proposed characteristic? If some of the project of the project, policy or proposed characteristic? If some of the project of the project, policy or project of the project of the project of the project, policy or project of the project of the project of the project, policy or project of the project	or ethnicity (including nigrants and gypsies and different types of physical,	None			Not sure
2.4 Does the project, policy or proportion of protected characteristic? If some of the project, policy or proportion of the protected characteristic? If some of the project, policy or	or ethnicity (including nigrants and gypsies and different types of physical, es)	None			Not sure
2.4 Does the project, policy or proportion of protected characteristic? If some of the project, policy or proportion of the project, policy or project, policy or project, policy or protected characteristic? If some of the project, policy or women or women or women or women or project, policy or women or wome	or ethnicity (including higrants and gypsies and different types of physical, es)	None			Not sure
2.4 Does the project, policy or proportion of protected characteristic? If some of the project of the project, policy or proposed of the project, policy or proposed of the project, policy or proposed or project, policy or proposed or project, policy or project	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular	None			Not sure
2.4 Does the project, policy or proportion of protected characteristic? If some of the protected characteristic? If some of the protected characteristic? If some of the prople of a particular race of the prople of a particular race of the prople of a particular seekers, must be propled of prople of particular seekers of the prople of particular seekers of the prople of particular age grown children, under 21s and over	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular or 65s)	None None			Not sure
2.4 Does the project, policy or proposed characteristic? If some of the protected characteristic? If some of the protected characteristic? If some of the proposed characteristic? If some of the protection of the proposed characteristic? If some of the protection of the proposed characteristic? If some of the protection of the protection of the proposed characteristic? If some of the protection of the proposed characteristic? If some of the proposed characteristic characteristics is a some of the proposed characteristics in the proposed characteristics is a some of the proposed characteristics in the proposed characteristics is a some of the proposed characteristics in the proposed characteristics is a some of the proposed characteristics in the proposed ch	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing	None			Not sure
2.4 Does the project, policy or proportion protected characteristic? If some Men or women People of a particular race of refugees, asylum seekers, metravellers) Disabled people (consider of learning or mental disabilitied people of particular sexual of People in particular age group children, under 21s and over People who are intending to or have undergone a process.	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing	None None			Not sure
2.4 Does the project, policy or proportion of the protected characteristic? If some of the protected characteristic? If some of the protected characteristic? If some of the propose of a particular race of the propose of a particular race of the propose of the propose of the propose of the protection of the prot	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of	None None			Not sure
2.4 Does the project, policy or proportion of the protected characteristic? If some of the protected characteristic? If some of the protected characteristic? If some of the propose of a particular race of the propose of the propose of the propose of the propose of the protection of the propose of the protection of the propose of the protection of the propose of the propose of the protection of the propose of the protection of the propose of the propose of the propose of the propose of the protection of the propose of the propose of the protection	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of maternity	None None			Not sure
2.4 Does the project, policy or proportion protected characteristic? If some protected characteristic? If some protected characteristic? If some protected characteristic? If some proposed process and provided proposed protection pr	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of maternity	None None			Not sure
2.4 Does the project, policy or proportion of the protected characteristic? If some of the protected characteristic? If some of the protected characteristic? If some of the propose of a particular race of the propose of the propose of the propose of the propose of the protection of the propose of the propose of the protection of the propose of the protection of the p	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of	None None			Not sure
Men or women People of a particular race of refugees, asylum seekers, metravellers) Disabled people (consider of learning or mental disabilities) People of particular sexual of People in particular age ground children, under 21s and over People who are intending to or have undergone a process gender reassignment Impact due to pregnancy/ metal protection of particular faiths and process of particular faiths and particular faiths and process of particular faiths and particular faith particular faiths and particular faith particular faiths and particular	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of	None None			Not sure
Men or women People of a particular race of refugees, asylum seekers, metravellers) Disabled people (consider of learning or mental disabilities) People of particular sexual of People in particular age ground children, under 21s and over People who are intending to or have undergone a process gender reassignment Impact due to pregnancy/ metal protection of particular faiths and process of particular faiths and particular faiths and process of particular faiths and particular faith particular faiths and particular faith particular faiths and particular	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of	None None			Not sure
Men or women People of a particular race of refugees, asylum seekers, mitravellers) Disabled people (consider of learning or mental disabilities People of particular sexual of People in particular age grout children, under 21s and over People who are intending to or have undergone a process gender reassignment Impact due to pregnancy/ mitravellers	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing so or part of a process of maternity and beliefs	None None	Positive	Negative	Not sure
Men or women People of a particular race of refugees, asylum seekers, mitravellers) Disabled people (consider of learning or mental disabilities People of particular sexual of People in particular age grout children, under 21s and over People who are intending to or have undergone a process gender reassignment Impact due to pregnancy/ mitravellers	or ethnicity (including nigrants and gypsies and different types of physical, es) orientation/s ups (consider in particular r 65s) o undergo, are undergoing as or part of a process of	None None	Positive	Negative	Not sure

 $^{^{7}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

ASC-2324-08e EqIA

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🗆
2.6	Provide brief reasons on how have you come to this decision?
	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.

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

Protected Group		Eliminate discrimination Advance equality Good relations		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	
Sexual Orientation	Lesbian, gay men, bisexual					Х		
	Older people (50+)					Х		
Age	Younger people (16 - 25)					Х		
Gender Reass	ignment					Х		
Impact due to	pregnancy/maternity					Х		
Groups with p	particular faiths and beliefs					Х		
People on low	<i>i</i> incomes					Х		

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	ТВС	Ann McGale – AD – ASCO Uma Makarov TM CTPLD	March 31 st 2024	AMBER
Enter additional rows if required						

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 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	ASC-2324-08f Financial Assessments In year stretch target for Financial Assessment and Charging. Still some remaining historic charges to collect and assessments to be completed. Benefit for SBC only Increase revenue
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.

2.1	Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal • 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. • Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on							
	_	ets of the proposa		raer to gather	mjormation on			
	How many people use the service currently? What is this as a % of Slough's population?	179 outstanding 80 Outstanding	debt collec Asses outstan					
		Assessment	New	Backdated	Assessments			
		Туре	Client	Client	Outstanding			
		Residents Non-	38	11	49			
		Residents	130	0	130			
		Total	168	11	179			
		Income Billing fo	1	e cohort as foll	ows:			
		Assessment	New	Backdated	Invoiced			
		Туре	Client	Client	22/23 to date			
		Residents	£95,565	£204,067	£299,632			
		Non- Residents	£0	£0	£0			
		Total			£299,632			
	Slough Population	164,800 @ 2020	-	1 120 1,007				
	Gender	50.67 % – Male						
		49.26 %- Female	2					
	Race	White – 45.69% Asian – 39.73% Black – 8.64% Mixed – 3.39%						
	Disability	19% (SE Region) 2019/20 by reg		• •	in the UK			

ASC-2324-08f EqIA

	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%
2.2 Are there any groups	It is noted that Slough	has a reasonably young population compared to national
with protected	average.	has a reasonably young population compared to hational
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.		
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.		
	cy or proposal have the	potential to disproportionately impact on people with a

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?

ASC-2324-08f EqIA

Men or women	None	Positive	Negative	Not sur
People of a particular race or				
ethnicity (including refugees,				
asylum seekers, migrants and				
gypsies and travellers)				
Disabled ⁸ people (consider				
different types of physical,				
learning or mental disabilities)				
People of particular sexual				
orientation/s				
People in particular age groups				
(consider in particular children,				
under 21s and over 65s)				
People who are intending to				
undergo, are undergoing or				
have undergone a process or				
part of a process of gender				
reassignment				
Impact due to pregnancy/				
maternity				
People of particular faiths and				
beliefs				
People on low incomes				
f any of the answers to the quest etailed impact assessment. Based on your responses, shou			·	
etailed impact assessment.			·	
etailed impact assessment. Based on your responses, shou	d a full, detaile	d EIA be carried o	·	

 $^{^{8}}$ 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	No specific	If the impact is negative how can it be mitigated?	What, if any, are the cumulative effects of this decision when viewed in
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men					Х		
Gender	Women					Х		
	White					Х		
	Mixed/Multiple ethnic groups					Х		
	Asian/Asian British					х		
Race	Black/African/Caribbean/ Black British					Х		
	Gypsies / travellers					Х		
	Other ethnic group					х		
	Physical					Х		
	Sensory					Х		
Disability	Learning Difficulties					Х		
	Learning Disabilities					Х		
	Mental Health					Х		

ASC-2324-08f EqIA

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

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
- 1 1	Enter additional rows if required						

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	ASC-2324-08g
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	Transfer clients who are currently receiving an Appointeeship service from SBC to Deputyship arrangements which are chargeable Increases SBC revenue
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.

2.1	 Please provide an overview of who uses/will use your service or facility identify who are likely to be impacted by the proposal 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. Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information of potential impacts of the proposal 							
	How many people use the service currently? What is this as a % of Slough's population?	There are 122 people with Appointeeship accounts at 30/10/22						
	Slough Population	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) - <u>Disability prevalence</u> in the UK 2019/20 by region/country Statista						
	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%						

vith protected	average.				
haracteristic that are					
verrepresented in the					
onitoring information					
elative to their size of					
ne population? If so, this					
ould indicate that the					
roposal may have a					
isproportionate impact					
n this group even if it is a					
niversal service.					
.3 Are there any groups					
vith protected					
haracteristics that are					
nderrepresented in the					
nonitoring information					
elative to their size of					
ne population? If so, this					
ould indicate that the					
ervice may not be					
ccessible to all groups or					
nere may he same tarm					
here may be some form f direct or indirect iscrimination occurring					
f direct or indirect iscrimination occurring.	y or proposal have the notential to di	sproporti	onately imn	act on neonl	e with a
f direct or indirect iscrimination occurring. 4 Does the project, polic	cy or proposal have the potential to dis		onately imp	act on peopl	e with a
f direct or indirect iscrimination occurring. 4 Does the project, polic	cy or proposal have the potential to dis ic? If so, is the impact positive or nega		onately imp	act on peopl	e with a
f direct or indirect iscrimination occurring. 4 Does the project, polic		tive?			
f direct or indirect iscrimination occurring. 4 Does the project, polic			onately imp Positive	act on people	Not
f direct or indirect iscrimination occurring. 4 Does the project, polic protected characterist		None			
f direct or indirect iscrimination occurring. 4 Does the project, polic protected characterist Men or women	ic? If so, is the impact positive or nega	None			Not
f direct or indirect iscrimination occurring. 4 Does the project, polic protected characterist Men or women People of a particular	ic? If so, is the impact positive or nega	None			Not
f direct or indirect iscrimination occurring. 4 Does the project, polic protected characterist Men or women People of a particular asylum seekers, migra	race or ethnicity (including refugees, ants and gypsies and travellers)	None			Not
f direct or indirect iscrimination occurring. Does the project, policy protected characterist Men or women People of a particular asylum seekers, migra Disabled9 people (con	race or ethnicity (including refugees, ants and gypsies and travellers)	None			Not
Men or women People of a particular asylum seekers, migra Disabled9 people (con learning or mental dis	race or ethnicity (including refugees, ants and gypsies and travellers) asider different types of physical, sabilities)	None None			Not
Men or women People of a particular asylum seekers, migra Disabled9 people (con learning or mental dis People of particular s	race or ethnicity (including refugees, ants and gypsies and travellers) asider different types of physical, sabilities) exual orientation/s	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular asylum records)	ic? If so, is the impact positive or negative or negative or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular	None None			Not
Men or women People of a particular asylum seekers, migra Disabled9 people (con learning or mental dis People in particular a children, under 21s au	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s)	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s an People who are inten	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s ar People who are inten have undergone a pro	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s)	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s an People who are inten	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s ar People who are inten have undergone a pro	race or ethnicity (including refugees, ants and gypsies and travellers) is ider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or occess or part of a process of gender	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s at People who are inten have undergone a progressignment	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or occess or part of a process of gender ancy/ maternity	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s ar People who are intenhave undergone a proreassignment Impact due to pregna People of particular for	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or occass or part of a process of gender ancy/ maternity gaiths and beliefs	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s an People who are inten have undergone a prorreassignment Impact due to pregna	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or occass or part of a process of gender ancy/ maternity gaiths and beliefs	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s ar People who are intenhave undergone a proreassignment Impact due to pregna People of particular for	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or occass or part of a process of gender ancy/ maternity gaiths and beliefs	None None			Not
Men or women People of a particular asylum seekers, migra Disabled people (con learning or mental dis People in particular a children, under 21s are People who are intenhave undergone a proreassignment Impact due to pregna People on low income	race or ethnicity (including refugees, ants and gypsies and travellers) insider different types of physical, sabilities) exual orientation/s ge groups (consider in particular and over 65s) ding to undergo, are undergoing or occass or part of a process of gender ancy/ maternity gaiths and beliefs	None None	Positive	Negative	Not sure

 $^{^{9}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

ASC-2324-08g EqIA

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how have you come to this decision?
	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 spe	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	decision when viewed in the context of other Council decisions and their equality impacts
Gender	Men					Х		
Gender	Women					Х		
	White					Х		
	Mixed/Multiple ethnic groups					Х		
	Asian/Asian British					Х		
Race	Black/African/Caribbean/ Black British					Х		
	Gypsies / travellers					Х		
	Other ethnic group					Х		
	Physical					Х		
	Sensory					Х		
Disability	Learning Difficulties					Х		
	Learning Disabilities					Х		
	Mental Health					Х		

ASC-2324-08g EqIA

Protected Gr	oup	Eliminate discrimination	Positive impereducing of the constitution of t		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
Sexual Orientation	Lesbian, gay men, bisexual	q		<u> </u>		X		
_	Older people (50+)					Х		
Age	Younger people (16 - 25)					Х		
Gender Reass	ignment					Х		
Impact due to	pregnancy/maternity					Х		
Groups with particular faiths and beliefs						Х		
People on low	incomes					Х		

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
Enter additional rows if required						

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	ASC-2324-08h
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	Joint Funding Protocol 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 SBC and Clients paying a contribution towards service packages. (NHS free at point of delivery) Increase in split funded packages – decrease in LA care purchasing cost
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.

2.1	 If you do not formally collect results of local surveys or contained and an area of the complete all boxes. Consider whether there is a 	t data about a particular group then use the insultations, census data, national trends or where this is the case). Please attempt to need to consult stakeholders and the public, cted groups, in order to gather information on
	How many people use the service currently? What is this as a % of Slough's population?	Number of Open Care Packages - 2027 Perf report August v2.pptx (sharepoint.com) 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
	Slough Population	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) - <u>Disability prevalence</u> in the UK 2019/20 by region/country Statista
	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%

2.2 Are there any groups It is noted that Slough ha					
with protected average.					
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.					
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 po	otential to disproportion	onately imp	act on peor	do with a	
			•	ne with a	
protected characteristic? If so, is the impact po	sitive or negative?			ne with a	
protected characteristic? If so, is the impact po	sitive or negative?			ne with a	
protected characteristic? If so, is the impact po	sitive or negative?	Positive	Negative	Not sure	
protected characteristic? If so, is the impact pos	,	Positive			
Men or women	None	Positive			
Men or women People of a particular race or ethnicity (including	None None	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and trave	None Ingrefugees, Ellers)	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travel Disabled ¹⁰ people (consider different types of page 1).	None Ingrefugees, Sellers)	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travely Disabled ¹⁰ people (consider different types of plearning or mental disabilities)	None Ingrefugees, ellers) Shysical,	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travel Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s	None Ing refugees, ellers) Ohysical,	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travel Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular age groups)	None Ingrefugees, ellers) Ohysical,	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travely Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s)	None Ing refugees, ellers) Shysical, Shysical Articular	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and traved Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are undergo	None Ing refugees, ellers) Ohysical, Articular Ergoing or	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are undergone a process or part of a process	None Ing refugees, ellers) Ohysical, Articular Ergoing or	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under the have undergone a process or part of a process reassignment	None Ing refugees, ellers) Ohysical, Inticular Ergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and traved Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular	None Ing refugees, ellers) Ohysical, Orticular Ergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under the undergone a process or part of a process reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None Ing refugees, ellers) Shysical, Prticular Pergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and traved Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular	None Ing refugees, ellers) Ohysical, Orticular Ergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under the undergone a process or part of a process reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None Ing refugees, ellers) Shysical, Prticular Pergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under the undergone a process or part of a process reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None Ing refugees, ellers) Shysical, Prticular Pergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under the undergone a process or part of a process reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None Ing refugees, ellers) Shysical, Prticular Pergoing or of gender	Positive			
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled ¹⁰ people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under the undergone a process or part of a process reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs	None Ing refugees, ellers) Ohysical, Orticular Ergoing or of gender		Negative	Not sure	
Men or women People of a particular race or ethnicity (including asylum seekers, migrants and gypsies and travers) Disabled people (consider different types of plearning or mental disabilities) People of particular sexual orientation/s People in particular age groups (consider in particular, under 21s and over 65s) People who are intending to undergo, are under have undergone a process or part of a process reassignment Impact due to pregnancy/ maternity People of particular faiths and beliefs People on low incomes	None Ing refugees, ellers) Ohysical, Orticular Ergoing or of gender		Negative	Not sure	

 $^{^{\}rm 10}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

ASC-2324-08h EqIA

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🗵
2.6	Provide brief reasons on how have you come to this decision?
	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.

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.

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

ASC-2324-08h EqIA

Protected Gr	oup	Eliminate discrimination	Advance equality		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
		Elir discri	PA eq	Poo9				
Sexual Orientation	Lesbian, gay men, bisexual					Х		
	Older people (50+)					х		
Age	Younger people (16 - 25)					Х		
Gender Reass	ignment					Х		
Impact due to pregnancy/maternity						Х		
Groups with particular faiths and beliefs						Х		
People on low	incomes					Х		

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
Enter additional rows if required						

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:

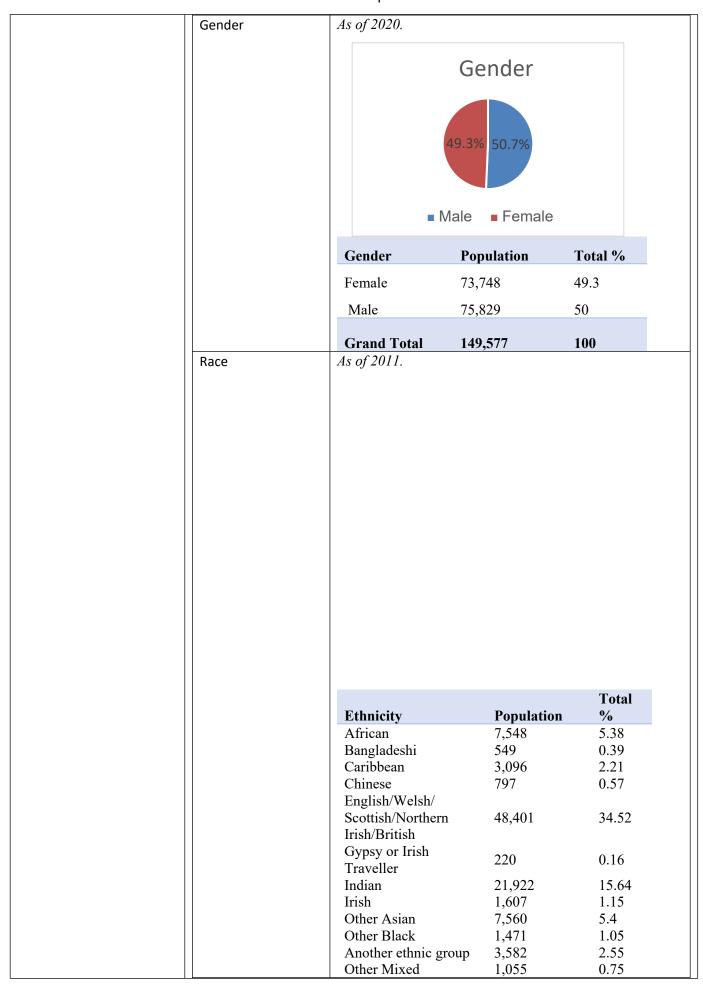
Title	ASC-2324-09
	Adult Social Care Transformation Programme 2023/24 – Integration - Equality Impact Analysis: (EqIA)
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	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

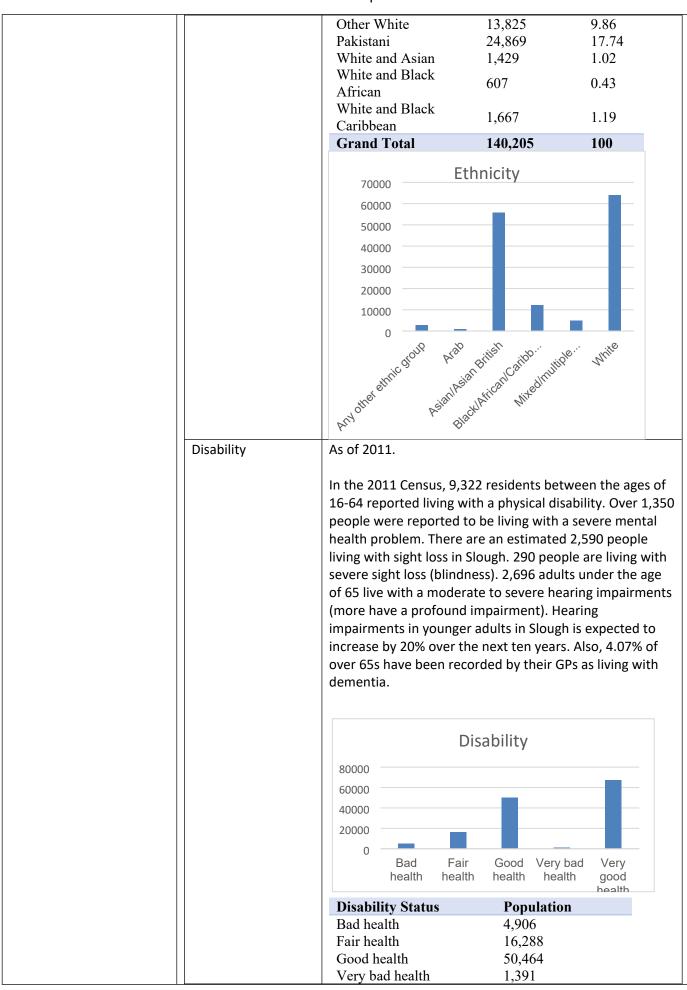
SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

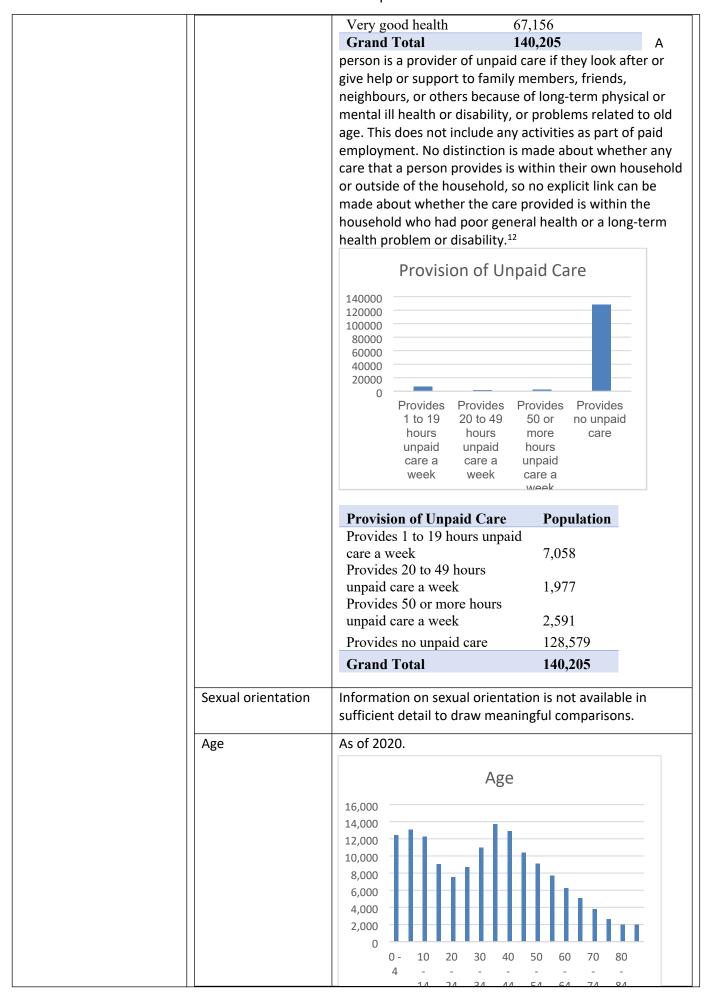
Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	• If you do not for results of local anecdotal evid complete all book oncluding mem	to be impacted by the proposal primally collect data about a particular group then use the surveys or consultations, census data, national trends or tence (indicate where this is the case). Please attempt to pixes. The there is a need to consult stakeholders and the public, bers of protected groups, in order to gather information on cts of the proposal
	How many people use the service currently? What is this as a % of Slough's population?	ASC estimates that there are currently 1500 clients with open care packages, just under 1% of the total population. The preventative services which are open to all the population have a wider reach, however the volumes for this are not tracked. 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 ¹¹ is taken from the 2011 Census and Public Health for Berkshire Observatory: Berkshire Observatory – Slough – Population & Demographics and the Office for National Statistics: Local Area Report for areas in England and Wales - Nomis (nomisweb.co.uk)

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







1 1			
	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
Religion or belief	Grand Total As of 2011.	14,9577	100
	60000 50000 40000 30000 20000 10000 0 6uddhigh Chilistian A	indu Jewish Muslim Jolidon	Idion Sikh Stated
		C Other	Religion
	Religion		e pulation
	Religion Buddhist	P	
		P. 7.	opulation
	Buddhist	P i 7. 5	opulation 43
	Buddhist Christian	P i 7. 5	opulation 43 7,726 643
	Buddhist Christian Hindu	Pr 7- 5- 8, 8-	opulation 43 7,726 643
	Buddhist Christian Hindu Jewish	Pr 7- 5 8, 8	opulation 43 7,726 643
	Buddhist Christian Hindu Jewish Muslim	Pr 7- 5 8, 8 3. 1	opulation 43 7,726 643 7
	Buddhist Christian Hindu Jewish Muslim No religion	Pr 7. 5 8, 8 3. 1. 4.	opulation 43 7,726 643 7 2,655

¹² Berkshire Observatory – Slough – Population & Demographics

ASC-2324-09 EqIA

		Grand Total	140,205	
2.2 Are there any groups	N/A			
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.				
2.3 Are there any groups	N/A			
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.				
			onately impact on people w	vith a
protected characterist	tic? If so, is the impact p	ositive or negative?		
		None	 	ot sure
Men or women	u una na na national attitui. Itiin ili ili	lin a		
	r race or ethnicity (includ	· -		
travellers)	kers, migrants and gypsi	es allu		
Disabled ¹³ people (co	onsider different types of	physical,		
learning or mental di				
People of particular s				
1 11	age groups (consider in p	articular 🗌		
children, under 21s a	and over 65s)			

 $^{^{13}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

ASC-2324-09 EqIA

Impact due to pregnancy/ mate	ernity		
People of particular faiths and	beliefs		
People on low incomes			

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No
2.6	Provide brief reasons on how have you come to this decision?
	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.
	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 coordination 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.
	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.

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?		No specif impact			What , if any, are the cumulative	
		Eliminate discrimination	Advance equality	Good relations	Negative impact? If so, please specify the nature and extent of that impact		If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	effects of this decision when viewed in the context of other Council decisions and their equality impacts
Gender	Men			Opportunity to personalise support offer and focus on positive individual outcomes.				
Gender	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.	
	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British			Opportunity to personalise	Risk of language			
Race	Black/African/Caribbe an/ Black British			support offer and focus on positive individual outcomes	barriers being an issue in considering individual need and preference		Coproduction, consultation, and reviews to be carried out, to shape transformed services.	
	Gypsies / travellers							
	Other ethnic group							

	Physical	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.	
	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		Coproduction, consultation, and reviews to be carried out, to shape transformed services. Ensure communication and consultation materials are provided in an accessible format.	
			outcomes.	model.		Practitioners to support service users to engage with any engagement activities.	
				Risk that people with communication difficulties arising from disability will		Support through change to be considered as part of implementation planning.	
				have trouble engaging with the proposed changes.		Ensure transformed services maintain opportunities for people to come together and share experiences.	
Disability	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.	

	No No What are							
	Protected Group		Eliminate discrimination Advance equality impact.			specific impact	What will the impact be? If the impact is	What are the cumulative
Protected Gr			Advance equality	Positive impact?			negative how can it be mitigated? (action)	of effects
Sexual Orientation	Lesbian, gay men, bisexual			Opportunity to personalise support offer and focus on positive individual outcomes.				
Age	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.	
Gender Reassignment			Opportunity to personalise support offer and focus on positive individual outcomes.					
Impact due to pregnancy/maternity			Opportunity to personalise support offer and focus on positive individual outcomes.					

Groups with particular faiths and beliefs	Opportunity to options not being inclusive for people of different faiths. and focus on positive individual outcomes.	Work with adult social care service users of different faiths and providers to ensure alternative offers are inclusive.
People on low incomes	Opportunity to personalise support offer and focus on positive individual outcomes. Risk that people with limited resource available (e.g., transport, technology) may have reduced access to service options.	Coproduction, consultation, and reviews to be carried out, to shape transformed services. 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. Ensure communication and consultation materials are provided in an accessible format for all. Support through change to be considered as part of implementation planning.

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	

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

SECTION 1:

Title	ASC-2324-10
	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? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	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. This Equality Analysis focuses on the impact of delivering transformation to adult social care services 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.

2.1	and identify who are like If you do not form use the results of national trends o case). Please atte Consider whether the public, include	ew of who uses/will use your servely to be impacted by the proposationally collect data about a particular local surveys or consultations, cert anecdotal evidence (indicate where the complete all boxes. In there is a need to consult stakeholding members of protected groups, on on potential impacts of the proposal consults.	In group then asus data, ere this is the olders and in order to
	How many people use the service currently? What is this as a % of Slough's population?	We currently do not hold large data of people accessing the Disfacility grant, however we have the current DFG waiting list.	sability data on
	Gender	Gender	Nos of residents
		F	42
		M	21
		Sexual orientation: We current hold this information on our sys	stem.
	Race		Nos of
		Ethnicity	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 Not yet obtained	11
		Pakistani	12
		White British	16
		White European	2
	Disability	Winte Europeur	
		Client Category	Total
		Carer	1
		Dementia	1
		Learning Disability	1
		Mental Illness	2
		Other Vulnerability	2
		Physical Disability	26
		Physically Frail/Temporary III	27
		Visual Impairment	3
		Grand Total	63

	Sexual orientation	Information on sexual ori available in sufficient det meaningful comparisons.	ail to draw		
	Age	Age Range Residents 18 to 24 1 25 to 34 1 35 to 44 2 45 to 54 4 55 to 64 13 65 to 74 14 75 to 85 20			
	Religion or belief	85+ 8 Religion	Residents		
	Thenglori of belief	Not disclosed	37		
		Christian	5		
		Church of England	2		
		Hindu	3		
		Methodist	1		
		Muslim	9		
		None	1		
		Protestant Sikh	1 4		
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.	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. 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.				
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.	N/A				

Men or women		None	Positive	Negative	Not sure
IVICII OI WOIIICII					
People of a particu	lar race or ethnicity (including				
refugees, asylum so and travellers)	eekers, migrants and gypsies	_	_	_	
	consider different types of or mental disabilities)				
	r sexual orientation/s				
People in particula	r age groups (consider in under 21s and over 65s)				
	ending to undergo, are undergone a process or part				
Impact due to preg	<u>-</u>				
People of particula	•				
People on low inco					
If any of the answer	rs to the questions above is, "negseessment. ponses, should a full, detailed E				
Based on your res					

 $^{^{\}rm 14}$ 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

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.

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.	Further advice should be taken	Red
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.	Proceed pending agreement of mitigating action	Amber
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.	Proceed	Green: