

EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Procurement of Direct Payments Support Service

Equality Analysis completed by:

Name / Job Title:
Deborah Wilkinson, Commissioning
Support Officer

Date: 28th November 2013

Responsible Officer:

Name /Job Title:
Sharon Lowes
Lead Commissioner

Date:
28th November 2013

Is this a: Policy () Strategy () Function ()
Service (X) Project () Other ()

Is it: New/Proposed (X)
Changing/Being Reviewed () Other ()

1. Purpose and Scope

Purpose

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

Procurement of the Direct Payments Support Service to support people who will use Direct Payments to have choice and control over their social care and in the case of Personal Health Budgets, continuing healthcare needs.

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities

or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

Scope – People who are eligible for social care services or Continuing Health Care services who are choosing to use Direct Payments as the payment mechanism.

Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

Information from current service delivery.

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		<p>The service will not exclude individuals on the basis of age, where they meet the eligibility criteria for the service.</p> <p>As part of the contractual requirements, providers will need to comply with equality law.</p>	

Disability	<p>The service is specifically for, amongst others, people with disabilities.</p> <p>As part of the contractual requirements, providers will need to comply with equality law.</p>		
Gender/Sex		<p>The service will not exclude individuals on the basis of gender/sex, where they meet the eligibility criteria for the service.</p> <p>As part of the contractual requirements, providers will need to comply with equality law.</p>	
Marriage and Civil Partnership		<p>As part of the contractual requirements, providers will need to comply with equality law.</p>	
Pregnancy and maternity		<p>As part of the contractual requirements, providers will need to comply with equality law.</p>	
Race/Ethnicity		<p>The service will not exclude individuals on the basis of race/ethnicity, where they meet the eligibility criteria for the service.</p> <p>As part of the contractual requirements, providers will need</p>	

		to comply with equality law	
Religion/belief		<p>The service will not exclude individuals on the basis of religion/belief, where they meet the eligibility criteria for the service.</p> <p>As part of the contractual requirements, providers will need to comply with equality law</p>	
Sexual Orientation		<p>The service will not exclude individuals on the basis of sexual orientation, where they meet the eligibility criteria for the service.</p> <p>As part of the contractual requirements, providers will need to comply with equality law.</p>	
Trans-gender/gender identity		<p>The service will not exclude individuals on the basis of gender identity, where they meet the eligibility criteria for the service.</p> <p>As part of the contractual requirements, providers will need to comply with equality law.</p>	

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

Positive impact on any social care customer or Continuing Health Care funded customer who chooses to use Direct Payments or Personal Health Budgets to purchase solutions to meet needs.

Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

N/A

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3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

Benefit to social care customers and Continuing Health Care customers who choose Direct Payments to fund continuing health care or social care needs.

Who will not benefit and why not?

People who are not eligible for services

Who should be expected to benefit and why don't they?

N/A

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

- | | |
|---|-------|
| No Major Change | (X) |
| Continue Despite Negative Implications | () |
| Adjust the Policy/Decision/Project/Activity | () |

November 2013