

**CHESHIRE EAST COUNCIL – EQUALITY IMPACT ASSESSMENT FORM**

# EQUALITY IMPACT ASSESSMENT

**TITLE: Recommissioning of Assistive Technology**

## VERSION CONTROL

<b>Date</b>	<b>Version</b>	<b>Author</b>	<b>Description of Changes</b>
<b>12/8/21</b>	<b>1</b>	<b>ND</b>	

## CHESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service /

<b>Department</b>	Adult Social Care		<b>Lead officer responsible for assessment</b>		Nik Darwin	
<b>Service</b>	Commissioning		<b>Other members of team undertaking assessment</b>		NA	
<b>Date</b>	12/8/21		<b>Version</b>		1	
<b>Type of document (mark as appropriate)</b>	<b>Strategy</b>	<b>Project</b>	<b>Function</b>	<b>Policy</b>	<b>Procedure</b>	<b>Service</b> x
<b>Is this a new/ existing/ revision of an existing document (please mark as appropriate)</b>	<b>New</b> x		<b>Existing</b>		<b>Revision</b>	
<b>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</b>  <b>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</b>	<p><b>Re-commissioning of Assistive Technology</b></p> <p>Assistive Technology is an umbrella term which describes a range of electronic devices designed to keep an individual safe and independent at home and to participate in their local community.</p> <p>Cheshire East Council has a responsibility to ensure that the assessed needs to service users are met using a range of services and resources. Assistive Technology is an important strand of this given the advantages its offers for individuals in keeping them safe and independent at home in a way which can maximise their independence and control.</p> <p>The recommission of the service is taking place in order to put a new contract in place so that service user need can continue to be met. In addition to this, it also aims to take account of recent market innovation e.g. to make use of a new devices which can support assessed needs in new ways.</p> <p>The service will continue to consist of a number of core components including supply of equipment, delivery and collection of equipment, contact centre and a mobile response service. As such, the service provided will not otherwise be significantly changed under the new contract.</p>					

<b>Who are the main stakeholders and have they been engaged with?</b> (e.g. general public, employees, Councillors, partners, specific audiences, residents)	Service users, employees, Councillors, residents	
<b>Consultation/ involvement carried out.</b>	Yes	91.2% of respondents strongly agreed or agreed in this consultation that the service “makes you feel safer at home”. A similar majority in agreement was also shown for “Provides reassurance for your family knowing that access to help is available quickly“, which was supported by 634 responses (93.1%).
<b>What consultation method(s) did you use?</b>	Survey to all current users of Assistive Technology. Other residents were also able to complete this.	

### Stage 2 Initial Screening

<b>Who is affected and what evidence have you considered to arrive at this analysis?</b> (This may or may not include the stakeholders listed above)	Service users and staff members
<b>Who is intended to benefit and how</b>	Service users from a revised service which takes account of recent market innovation

<b>Could there be a different impact or outcome for some groups?</b>	The Assistive Technology offer that a service user receives is shaped around their needs							
<b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>	Yes							
<b>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</b>	No							
<b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>	Yes, the service aims to address different levels of need therefore reducing health inequality.							
<b>Is there an actual or potential negative impact on these specific characteristics? (Please tick)</b>								
Age		N	Marriage & civil partnership		N	Religion & belief		N
Disability		N	Pregnancy & maternity		N	Sex		N
Gender reassignment		N	Race		N	Sexual orientation		N

<b>What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts</b>	<b>Level of Risk (High, Medium or Low)</b>
<p><b>Age</b></p> <p>Currently; 4% of users are aged 19-54, 4% are aged 55-64, 9% are aged 65-84, 24% are aged 75-84 and 59% are 85. There is a slightly higher proportion of older people accessing the service in comparison to the overall make-up of service users, due to how Assistive Technology (AT) supports their needs. A recent consultation was conducted with service users on a change in charging plus the recommission. However, no specific impacts were identified relating to age for the new service.</p> <p>Older people are more likely to suffer falls which is a need directly supported by the service e.g. the mobile response team. They are also more likely to live alone and thus require the additional support mechanism that AT provides. The new service design aims to enable people from all age groups to access technology which better supports their care needs. For instance, the Council will use devices offering greater portability.</p> <p>Service provision will need to be sensitive to an individuals' needs including that deriving from their age. Staff will require appropriate training and procedures and communication materials will need to take account of the differing needs of service users.</p>	<p><b>Low</b></p>
<p><b>Marriage and Civil Partnership</b></p> <p>The impact of this policy is neutral on this protected characteristic.</p>	<p><b>Low</b></p>
<p><b>Religion</b></p> <p>The impact of this policy is neutral on this protected characteristic.</p>	<p><b>Low</b></p>
<p><b>Disability</b></p> <p>42% of users have a primary support reason of person care support; 40% access and mobility; 8% support with memory and cognition. A recent consultation was conducted with service users on a change in charging plus the recommission. However, no specific impacts were identified relating to disability for the new service. The new service design aims to enable people with a range of disabilities to access technology which better supports their care needs. This will include use of devices such as Alexa and connected devices which can support people with a severe physical disability.</p> <p>Service provision will need to be sensitive to an individuals' needs including that deriving from their disability such as a cognitive impairment. Staff will require appropriate training and procedures and communication materials will need to take account of the differing needs of service users.</p>	<p><b>Low</b></p>

<b>Pregnancy and Maternity</b>	The impact of this policy is neutral on this protected characteristic.	<b>Low</b>
<b>Sex</b>	31% of users are male and 69% of users are female. This reflects the general the make up of service users as a whole. A recent consultation was conducted with service users on a change in charging plus the recommission. However, no specific impacts were identified relating to gender for the new service. The new service design aims to enable people (including those from both genders) to access technology which better supports their care needs.	<b>Low</b>
<b>Gender Reassignment</b>	The impact of this policy is neutral on this protected characteristic.	<b>Low</b>
<b>Race</b>	95.8% of users are White British with the remainder being White Other (1%); White Irish (.7%); Black Caribbean (2%). A recent consultation was conducted with service users on a change in charging plus the recommission. However, no specific impacts were identified relating to race for the new service. As such, the impact of this policy is deemed neutral on this protected characteristic.	<b>Low</b>
<b>Sexual Orientation</b>	The impact of this policy is neutral on this protected characteristic.	<b>Low</b>

#### Stage 4 Mitigation

<b>Protected characteristics</b>	<b>Mitigating action</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
	<i>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</i>			

<b>Age</b>	<ul style="list-style-type: none"> <li>-Staff to have appropriate training relating to the needs of this protected characteristic</li> <li>-For procedures to be designed around the needs of individuals</li> <li>-For assessment and device allocation to be sensitive to the needs of this age group</li> <li>-For communication materials to be available in large-print</li> </ul>	Via the Contract Management Process	Nik Darwin/ Steve Clews	April 2022
<b>Marriage and Civil Partnership</b>	N/A			
<b>Religion</b>	N/A			
<b>Disability</b>	<ul style="list-style-type: none"> <li>-Staff to have appropriate training relating to the needs of this protected characteristic</li> <li>-For procedures to be designed around the needs of individuals</li> <li>-For assessment and device allocation to be sensitive to the needs of this group (including a cognitive impairment)</li> <li>-For communication materials to be available in suitable formats including easy-read</li> </ul>	Via the Contract Management Process	Nik Darwin/ Steve Clews	April 2022
<b>Pregnancy and Maternity</b>	N/A			

<b>Sex</b>	N/A			
<b>Gender Reassignment</b>	N/A			
<b>Race</b>	N/A			
<b>Sexual Orientation</b>	N/A			

### 5. Review and Conclusion

**Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed**

<b>Specific actions to be taken to reduce, justify or remove any adverse impacts</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
Tailored approach to support for individuals which in particular takes account of their disability. This relates	Contract Management Meetings	Steve Clews	April 2022



to assessment and customer service processes.			
<b>Please provide details and link to full action plan for actions</b>			
<b>When will this assessment be reviewed?</b>	April 2022		
<b>Are there any additional assessments that need to be undertaken in relation to this assessment?</b>	N/A		
<b>Lead officer sign off</b>	Nik Darwin	<b>Date</b>	12/8/21
<b>Head of service sign off</b>	Shelley Brough	<b>Date</b>	10/9/21

**Please publish this completed EIA form on the relevant section of the Cheshire East website**