

Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

Section 1: Description

Department	ICT Strategy on behalf of Adult Social Care and Independent Living		Lead officer responsible for assessment		Paul Wright	
Service	Chief Operating Officer		Other members of team undertaking assessment		Gwyn Arrowsmith, Lynn Laverick, Janet Regan	
Date	8 th December 2015		Version		Draft	
Type of document (mark as appropriate)	<u>Strategy</u>	Plan	Function	Policy	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	<u>New</u>		Existing		Revision	
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) Please attach a copy of the strategy/plan/function/policy/procedure/service	<p><u>Implementing the Care Act 2014</u></p> <p>The Care Act 2014, together with a range of regulations and statutory guidance, is the base upon which social care will develop over the next few decades. Part one of the Act (and its Statutory Guidance) consolidates and modernises the framework of care and support law; it set out new duties for local authorities and partners, and new rights for service users and carers. It enshrines the new statutory principle of individual wellbeing, the driving force behind the Act, and makes it the responsibility of local authorities to promote wellbeing when carrying out any of their care and support functions. It therefore requires local authorities to establish and maintain an information and advice service about all care and support (not limited to council services) in the area.</p> <p>The Act aims to achieve</p> <ul style="list-style-type: none"> • Clearer, fairer care and support • Wellbeing – physical, mental and emotional – of both the person needing care and their carer • Prevention and delay of the need for care and support • Put people in control of their care <p>The outcome will be the deliver of 4 key areas</p> <ul style="list-style-type: none"> • Information and Advice • E-Marketplace • Data Warehouse • Care Account 					

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	<p>The delivery will adhere to the principles and initiatives being delivered by the Digital Customer Services programme who's aims are</p> <ul style="list-style-type: none">• For services to be primarily delivered through digital channels• Designing and promoting services that are 'digital by default'• Help meet the councils commitment to be a 'resident first'
<p>Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)</p>	<p>Both Residents and non-residents of Cheshire East (e.g. Relatives), employees of the authority, Cheshire East Councillors, Community partners, Carers and Care Providers</p>

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Section 2: Initial screening

<p>Who is affected? (This may or may not include the stakeholders listed above)</p>	<p>Both Residents and non-residents of Cheshire East (e.g. Relatives), employees of the authority, Cheshire East Councillors, Community partners, Carers and Care Providers</p>
<p>Who is intended to benefit and how?</p>	<p>Residents / Non Residents will benefit from</p> <ul style="list-style-type: none"> • Information and Advice • Self Assessments <p>Care Users will benefit from</p> <ul style="list-style-type: none"> • Personal Budget • Person-centred care • Information and Advice <p>Carers will benefit from</p> <ul style="list-style-type: none"> • Assessment • Carers Support Plan • Personal Budgets – Direct Payments <p>Care Providers will benefit from</p> <ul style="list-style-type: none"> • Prevention, including intermediate care – consider what preventative services are currently offered and what could be delivered in the future. • Independent advocacy – consider offering this service to local authorities in future. • Personal budgets and direct payments – providers should review their commercial terms to enable people using their services to use personal budgets and direct payments. • Integration, cooperation and partnership – provider to consider what services it might offer now and in the future as a result of integration. • Smoothing transition to adult care and support – understand local authorities’ duty to conduct a transition assessment. • Ordinary residence – understand which geographical local authority is responsible for each service user. • Delegation of local authority functions – providers should consider what existing services they might want to offer, and

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		any new services they might wish to develop, that may fit with functions delegated by local authorities.									
Could there be a different impact or outcome for some groups?		<p>Yes. Some groups are less likely to use or may be unable to use the digital channels to access the online services provided by the Care Act.</p> <p>Assisted Digital Services is a key principal that underpins the Digital Customer Services programme and will be embraced by the implementation of the Care Act.</p> <p>In respect to the Digital Customer Services programme - Assisted Digital services will support the groups who are more likely to be digitally excluded. It will include traditional telephony and face to face services and as legacy channels are retired, they are replaced by 'Digital Access Points' which guide customers through the use of digital platforms for requesting Council services or information (e.g. helping customers to use self service machines in selected locations, such as CSCs) and provide a safety net for the more vulnerable.</p>									
Does it include making decisions based on individual characteristics, needs or circumstances?		Implementation of the solutions, required to delivery the Care Act, will give easier access to information which will inform decision makers of the individual's circumstances.									
Are relations between different groups or communities likely to be affected? (e.g. will it favour one particular group or deny opportunities for others?)		Implementation of the solutions, required to delivery the Care Act, will create improved communications links and information sharing between the different groups, so enabling: clearer, fairer care and support; wellbeing – physical, mental and emotional – of both the person needing care and their carer; prevention and delay of the need for care and support; putting people in control of their care.									
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?		None. The solutions to be put in place are designed to enable delivery of the required level of care specific to the individual, on a case-by-case basis, in an equitable manner.									
Is there an actual or potential negative impact on these specific characteristics? (Please tick)											
Age	¥	N	Marriage & civil partnership	¥	N	Religion & belief	¥	N	Carers	¥	N
Disability	¥	N	Pregnancy & maternity	¥	N	Sex	¥	N	Socio-economic status	¥	N
Gender reassignment	¥	N	Race	¥	N	Sexual orientation	¥	N			

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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		Consultation/involvement carried out	
		Yes	No
Age	Assisted Digital services will mitigate the impact of this project on this protected characteristic.		✓
Disability	The effect of this project is deemed neutral on this protected characteristic		✓
Gender reassignment	The effect of this project is deemed neutral on this protected characteristic		✓
Marriage & civil partnership	The effect of this project is deemed neutral on this protected characteristic		✓
Pregnancy & maternity	The effect of this project is deemed neutral on this protected characteristic		✓
Race	The effect of this project is deemed neutral on this protected characteristic		✓
Religion & belief	The effect of this project is deemed neutral on this protected characteristic		✓
Sex	The effect of this project is deemed neutral on this protected characteristic		✓
Sexual orientation	The effect of this project is deemed neutral on this protected characteristic		✓
Carers	The effect of this project is deemed neutral on this protected characteristic		✓
Socio-economic status	Assisted Digital services will mitigate the impact of this project on this protected characteristic..		✓
Proceed to full impact assessment? (Please tick)	Yes	No ✓	Date TBC

If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and maternity				
Race				
Religion & belief				
Sex				

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Sexual orientation				
Carers				
Socio-economics				
<p>Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

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Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer signoff		Date	
Head of service signoff		Date	

Please publish this completed EIA form on your website