

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Management of change - deletion of the Gypsy Liaison post	Lead Person undertaking the assessment	Dafydd Evans, Housing Strategy Manager
Service Area	Housing Strategy	Relevant Head of Service who has agreed this assessment	Ian Fraser
Date of Assessment	27 th January 2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

Due primarily to financial pressures on the Councils General Fund it is intended to delete the post of Gypsy Liaison Officer (GLO) from the Housing Strategy Services structure and make the current post holder redundant.

2. OBJECTIVES

Please state the current business objectives of the change proposal.

To make savings of £31,140 per annum while continuing to provide a comprehensive service to Gypsy and Traveller community and Powys

	citizens, to continue to provide the duties and roles of the GLO post and comply with all legislation and good practice in relation to Gypsy and Travellers.	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	The work undertaken by the post holder will be mainstreamed into the Councils Services and undertaken in a different way. Gypsy and Traveller issues will not be perceived as being the responsibility of one post holder in the Council but will be required to be dealt with in accordance with Councils broader Equalities agenda. The Councils responsibilities for Gypsy and Traveller issues in particular the Welsh Governments Strategy – Travelling ahead will still be managed within Powys County Council. Gypsies and Traveller issues will be considered along with other disadvantaged groups.	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	The Council will by the 31 st March 2014 have completed a new site for a Romany family in Brecon having previously re-furnished its Traveller site in Welshpool. The management of the sites will be undertaken by existing Housing Management Services.	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
	Yes <input type="checkbox"/>	No

<p>5.2. Are there any gaps in the data?</p>	<p>Please state the gaps:</p> <p>How will the gaps be addressed going forward?</p>	
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6. DATA ANALYSIS

<p><u>6.1 Quantitative</u> Summarise the key quantitative data analysis results, providing key headline statistics. Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p>Deletion of the post will reduce the capacity of the Council to deal with Gypsy Traveller issues however there will be reduced demands from the Gypsy Traveller Community due to the provision of new pitches in accordance with Welsh Government guidelines. Welsh Government good practice promotes the role of having a Gypsy Liaison Officer however the roles and responsibilities will continue to be managed and delivered in Powys but by other means and resources.</p> <p>The Council Has a refurbished Traveller site in Welshpool of 10 pitches.</p> <p>Currently has a temporary site for Romany family at Cefn Cantref but this will be replaced during March 2014 with a new permanent site – Kings Meadow of 10 plots. Both the new site in Brecon and the refurbished site in Welshpool meet the standards set out by Welsh Government for Gypsy and Traveller sites and meet the standards expressed in the Welsh Government Gypsy and Traveller Strategy for Wales. The two sites meet the identified need of the current Gypsy Traveller Needs Assessment. The post was initially created to address the additional demands of providing a new site for a family in South Powys as identified in the Councils GTNA. This demand will reduce with the completion of the new site in March 2014.</p> <p>Satisfaction levels in the new refurbished Traveller site in Welshpool are high and it is anticipated that the family in South Powys will be satisfied with the new site as they have been pursuing a new site for a number of years. The family have been consulted throughout the process of procuring and construction of the new site and they have indicated their satisfaction with the</p>
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	<p>process. The GLO post has been involved in this process which will soon be completed.</p> <p>Welsh Government has recently introduced new guidance on dealing with unauthorised sites and there is therefore clear guidance to those affected on what can and should be done and by whom. The Council is not affected by a significant number of unauthorised sites and they can be dealt with existing resources. The Council will develop a new procedure for dealing with unauthorised sites.</p> <p>The Council with its partners will continue to provide and consider adequate provision for a temporary site during the Royal Welsh Show period.</p> <p>The Council will continue to carry out the currently biannual Gypsy and Traveller caravan count and the Council will continue to assess the needs of Gypsy and Travellers in Powys.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <ul style="list-style-type: none"> i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will a change affect this position. iv) What has consultation on your proposals revealed about impact on the protected characteristics? 	<p>The consultation that has taken place with the existing service users indicate that although they identify and see the need for the roles and duties of a Gypsy Liaison Officer they have indicated that if the duties and responsibilities are delivered by other means they will be satisfied.</p> <p>The existence of the post has resulted in other service providers approaching the Housing Strategy Service to deal with all Gypsy and Traveller issues where it has been clear that in most instances the referring agency/service should have dealt with the issue themselves. Any service/agency can deal with Gypsy and Travellers issues if they have received the appropriate training. The Housing service will continue to advise and direct other services on its responsibilities.</p> <p>The role of Gypsy Liaison Officer addresses the need of a specific group the Council could consider that the role be undertaken in the context of engagement and consultation with all disadvantaged groups.</p>
<p>7. EqIA RESULT</p>	
<p>Based on an analysis of the available</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>

<p>qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	
<p>8. AREAS for IMPROVEMENT</p>		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>The Post is intended to address the specific needs of Gypsy and Travellers.</p>	
<p>9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT</p>		
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>The needs of Powys Gypsy and Travellers will still be considered and managed by the Council.</p> <p>Support for this disadvantage group can be provided by other Support Agencies with specific knowledge and experience with regard to certain support requirements. This may be advantageous due to the independence of providing support via other means.</p> <p>Resources will still be allocated to the issue of Gypsy and Travellers and responsibility will be included in others job descriptions.. Policy and Strategy development in accordance with Welsh Government Strategies and legislation will continue to be considered and developed.</p>	

	<p>The Council could consider resourcing engagement and consultation with all disadvantaged groups in Powys.</p>													
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added...January 2014</p> <p>Reference...Housing Restructure</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>												
<p>10. ONGOING MONITORING</p>														
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>	<table border="1"> <tr> <td data-bbox="794 819 1305 891"></td> <td data-bbox="1305 819 1473 891"> <p>Please tick/shade</p> </td> </tr> <tr> <td data-bbox="794 891 1305 1003"> <p>Equality monitoring of uptake of the service within which the decision was made</p> </td> <td data-bbox="1305 891 1473 1003"> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="794 1003 1305 1115"> <p>Satisfaction monitoring of service users (broken down by protected characteristic)</p> </td> <td data-bbox="1305 1003 1473 1115"> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="794 1115 1305 1182"> <p>Recording and analysing complaints/requests/compliments</p> </td> <td data-bbox="1305 1115 1473 1182"> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="794 1182 1305 1256"> <p>Targeted periodic focus groups/service user interviews/feedback sessions</p> </td> <td data-bbox="1305 1182 1473 1256"> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="794 1256 1305 1323"> <p>Other (please specify):</p> </td> <td data-bbox="1305 1256 1473 1323"> <input type="checkbox"/> </td> </tr> </table>		<p>Please tick/shade</p>	<p>Equality monitoring of uptake of the service within which the decision was made</p>	<input type="checkbox"/>	<p>Satisfaction monitoring of service users (broken down by protected characteristic)</p>	<input type="checkbox"/>	<p>Recording and analysing complaints/requests/compliments</p>	<input type="checkbox"/>	<p>Targeted periodic focus groups/service user interviews/feedback sessions</p>	<input type="checkbox"/>	<p>Other (please specify):</p>	<input type="checkbox"/>	
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Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Cut funding to Citizen's Advice, Brecon and Bro Ddyfi Advice Centres and 10 volunteer bureaux	Lead Person undertaking the assessment	Barbara Smith
Service Area	Adult Social care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	27/01/2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

Adult Social Care currently funds a range of advice services which provide universal services to people ranging from volunteering opportunities (Volunteer bureaux) to more complex debt/legal/benefit advice (CAB and Advice centres). These are not core statutory services for Adult Social Care, although they provide important support to people in this difficult financial climate, and may prevent problems escalating and requiring expensive

	interventions.	
2. OBJECTIVES		
Please state the current business objectives of the change proposal.	The objective is to redirect adult social care funding to services targeted at people who meet adult social care eligibility criteria.	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	<p>The benefits are to reduce spending from the Adult Social care budget to enable the Council to meet statutory responsibilities.</p> <p>The outcome will be that the financial sustainability of some organisations will be challenged and valued advice and support in times of hardship and distress may not be as readily available to citizens in Powys.</p>	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	It does not support the outcome in the current Powys One plan to support people in Powys to get out of poverty.	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
	Service user satisfaction rates, broken down by the protected characteristics.	✓
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	✓
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	✓
	Wider research reports and findings.	✓
	Relevant service based Equality Impact Assessment	

<p>5.2. Are there any gaps in the data?</p>	<p>● Yes <input type="checkbox"/></p> <p>Please state the gaps: No data against all protected characteristics Varying levels of analysis from different providers</p> <p>How will the gaps be addressed going forward?</p> <p>As the proposal is to cease the funding to the services, access to data to monitor the impact across all protected characteristics (which come from the funded organisations) will not be possible.</p>	<p>No <input type="checkbox"/></p>
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6. DATA ANALYSIS

6.1 Quantitative

Summarise the key quantitative data analysis results, providing key headline statistics.

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i)** Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii)** How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

Citizen's Advice Bureau (£93k contribution towards core service costs of £118,000)

Of 6,134 enquiries to CAB in 2012/13:

- 3,441 (56%) reported to have a disability or long term health condition with 1,292 (21%) being permanently sick or disabled.
- 3,455 (56%) were female
- 605 (9.86%) were over 65 years of age. This is an under representation against the whole community. However clients are directed to Age Cymry Powys for specialist advice for older people
- 467 (7.6%) were under 24 years of age
- 324 (5.2%) were carers
- 942 (15%) were unemployed which represents a significantly higher % than that of the Powys population (3%)
- 541 (9%) were single people with dependent children
- 3,296 (98.59%) people were white compared with 98.38% of the population being of white ethnicity. Asian, Black and mixed ethnicity clients were small in number, but reflect the % of the total population

Performance Measures from 2008 - 2013:

End of Year Three there was a

- 30% increase in clients using the service
- 75% increase in discrimination enquiries and
- 76% of clients were from disadvantaged groups

	<p>Of 51 people responding to the client satisfaction survey on the “core” service:</p> <ul style="list-style-type: none"> • 98% of clients would use CAB again • 86% of clients were either very or fairly happy with making contact with CAB initially • 82% of clients were either vary or fairly satisfied with opening hours • All clients were either very or fairly happy with the time that they had for advice • 98% were either fairly or very happy that they understood the information they were given • 96% of clients said that they felt more in control of their situation <p>Bro Ddyfi and Brecon Advice Centres</p> <p>Both centres have had one off grants of £5k each in the last 2 years. There is no breakdown of enquiries and casework available, but the profile will be similar to that of the CAB as the majority of work for both organisations is welfare benefits and support with managing debt. In 2010/11 Bro Ddyfi renegotiated or had written off £1.98m of debt. In 2011/12 Brecon advice centre worked on 2,250 cases and had 1,222 new enquiries.</p> <p>Volunteer Bureau /Community Support organisations x 10</p> <p>Based across Powys to provide support for volunteering, community transport, information and signposting, befriending, healthy living advice, meals on wheels, outreach work and other projects to support local communities. They provide services to local communities and are mainly funded through WVCA grant funding and lottery funding through PAVO and have outcomes that are monitored by PAVO and WCVA. As a result 2 of the organisations lost their funding and closed in 2013/14 as they were not delivering on their targets.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p>	<p>CAB</p> <p>Of the grants for services received of £472,020 in 2012/13, funding from Powys County Council represented 20% of the income. Other income was from the Welsh Government (28%) Big Lottery (20%) Money Advice Service (14%) with the remainder from other charitable grants and donations.</p>

Key questions:

- i) Do certain groups have a different service user experience? How will a change affect this?
- ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?
- iii) What are the reasons behind some groups not using the service? How will a change affect this position.
- iv) What has consultation on your proposals revealed about impact on the protected characteristics?

This level of investment generated £3.7m of income gains for 641 people, of which £462,765 (103 people) was attributed to the core service funded by Powys CC.

£8.018m of debt was negotiated for 588 people of which £93,171 for 12 people was negotiated through core services.

34 volunteers contributed £158,832 of economic activity.

Specialist advice services are core funded by the Council:

- Older people
- Carers
- Physical Disabilities
- Mental Health
- Learning Disabilities

CAB provide services that value diversity and promote equality and fairness

People with debt problems and in need of benefit advice will be disadvantaged by this proposal.

Brecon Advice Centre

In 2012/13 Brecon Advice Centre spent £28,629 with income of £20,510. There are 10 volunteers working for the centre.

This service is valued locally.

Bro Ddyfi

In 2011/12 Bro Ddyfi attracted specific charitable funding in addition to the one-off funding from Powys County Council. Bro Ddyfi has 2 paid staff and 18 volunteers.

A locally respected service.

Volunteer Bureau /Community Support organisations x 10

The activity and community benefits from each of the volunteer bureau differ greatly. Rhayder and Presteigne bureau are very active in their communities and provide volunteers to support services for older people for example to promote social inclusion. PCC fund £3,555 per organisation. The major part of their funding is through the WCVA grant for volunteering (in excess of £9k per organisation).

7. EqIA RESULT		
Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.	The proposal does not present any adverse impact on equality. [Proceed to question 10]	
	The proposal presents some adverse impact on equality. Volunteer Bureau [Proceed to question 8]	✓
	The proposal presents significant impact on equality CAB and Advice Centres [Proceed to question 8]	✓
8. AREAS for IMPROVEMENT		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>People with disabilities are particularly affected, who make up 56% of the current enquiries</p> <p>People on low incomes will be disadvantaged without the support to help them manage debt and maximise benefit entitlement</p> <p>CAB does have volunteers and staff who speak welsh. Without this service, they could be disadvantaged.</p> <p>Volunteering and working with local communities to become supportive and sustainable is a priority in the one plan. The creation of "village agents" was a proposal that was supported through consultation on the Promoting Independence Strategy. The Local Service Board will be making proposals on how to co-ordinate strengthening local communities to be self sustaining.</p>	
9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT		
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>CAB could attract additional charitable funding, but without the core funding and support from the Local Authority to "lever in" additional funding this would be difficult.</p> <p>CAB could look for core funding from Powys teaching Health Board as their advice generates significant impact on mental health wellbeing.</p> <p>The County Council could choose to fund the service corporately as the service is provided to citizens.</p> <p>There are a range of organisations across Powys that provide information and advice, some funded by Powys County Council, some by Welsh Government, some purely charitable. Consultation for the</p>	

	<p>Information and Advice Strategy developed by Adult Social Care in 2012 demonstrated that the County Council needed to improve its own information and advice services.</p> <p>In the medium term there is an opportunity to streamline information and advice services for the citizens of Powys to make it easier to access the service and develop a more efficient model.</p>
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<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p style="text-align: right;"><input checked="" type="checkbox"/> No</p> <p style="text-align: right;"><input type="checkbox"/></p> <p>If no, please explain why not: This is not a statutory service for Adult Social Care</p>
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10. ONGOING MONITORING

<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>		Please tick/shade
	Equality monitoring of uptake of the service within which the decision was made	
	Satisfaction monitoring of service users (broken down by protected characteristic)	
	Recording and analysing complaints/requests/compliments	✓
	Targeted periodic focus groups/service user interviews/feedback sessions	✓
	Other (please specify): monitoring levels of benefit uptake through DWP website CAB Annual report	

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

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N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	To reduce the cost of the contract with Care and Repair for supporting people in undertaking both major home adaptations through DFGs and minor adaptations by £8,000 from £88,300 to £80,300.	Lead Person undertaking the assessment	Barbara Smith
Service Area	Adult Social Care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	30 th January 2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.	The aim of the proposal is to commission this service at a lower cost while improving time that it takes for adaptations to be completed.
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2. OBJECTIVES		
Please state the current business objectives of the change proposal.	The business objective is to enable people to live independently in their own homes and to reduce the need for formal care.	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	A better service at less cost	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	People in Powys are healthy and independent Powys families have safe and supportive places in which to live	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	Yes <input type="checkbox"/> Please state the gaps: How will the gaps be addressed going forward?	No <input type="checkbox"/>

6. DATA ANALYSIS		
<p>6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics. Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p>To access Disabled Facilities Grants, all recipients are assessed and will have some form of disability. They are means tested therefore the people accessing the service are on relatively low incomes.</p> <p>Across all of the services provided by Care and Repair, which includes a Welsh Government funded benefits advice service:</p> <ul style="list-style-type: none"> • 58% of clients were over 75 in 2010-11. • 92% of 528 client satisfaction surveys said that they would unreservedly recommend the care and repair service to others • 68 clients received additional income after assistance in applying for benefits • 822 work items were completed • 1129 Rapid Response adaptation work items were completed 	
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a</p>	<p>The Welsh Government's Older People's Commissioner has set targets to reduce the waiting time for adaptations by 30%. Older people do not have a differential experience to younger people accessing the service. However improvements are being made to the service.</p> <p>There have been discussions with Care and Repair and the organisation is looking to work differently and use their staffing resources more efficiently to improve the outcomes for people while reducing the cost.</p>	

<p>change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	✓
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	
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9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p>	
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<p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	
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<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>
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10. ONGOING MONITORING

<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>		<p>Please tick/shade</p>
	<p>Equality monitoring of uptake of the service within which the decision was made</p>	<p>✓</p>
	<p>Satisfaction monitoring of service users (broken down by protected characteristic)</p>	<p>✓</p>
	<p>Recording and analysing complaints/requests/compliments</p>	<p>✓</p>
	<p>Targeted periodic focus groups/service user interviews/feedback sessions</p>	<p>✓</p>
	<p>Other (please specify):</p>	

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Closure day centres	Lead Person undertaking the assessment	Jen Jeffreys/Joy Garfitt
Service Area	Adult Social Care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	28 th Jan 2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

To close the current day centre for older people. If agreed, this proposal will be completed in a phased manner ensuring that needs of individuals are taken into account and that community options can be recognised and realised. To work alongside Powys Teaching Health Board to develop and commission services for individuals and their carers who have dementia.

2. OBJECTIVES		
<p>Please state the current business objectives of the change proposal.</p>	<p>A review completed in August 2013 in terms of the current day centre provision. This involved engagement with current service users. During this review it was found that the majority of individual attended due to social isolation. These needs could be met at a more local community level. This in turn would re generate local businesses as well as re connecting individuals within their communities.</p> <p>The service recognises the value to carers in terms of ensuring that they obtain a break from their caring role, however, these needs could be met in an alternative manner on an individual basis. Consideration needs to be given to sustainability of these centres and what provision is likely to be required to meet future demand. Individuals who attend the day centre have to meet adult service eligibility criteria. There are currently seven day centres all of which are on the edge of towns in Powys. This means that for some individuals they will spend some significant time on the bus travelling to these centres when there could be community facilities that these people could link.</p> <p>There is a recognition that individuals with a dementia will require more specialist input which will be commissioned together with PtHB.</p>	
3. BENEFITS and OUTCOMES		
<p>i) What are the intended benefits or outcomes from the change proposal.</p>	<p>Benefits – that individuals will have more choice in relation to activities which they would like to peruse. Reconnection with their communities, and peers. Individualised support which would promote independence.</p> <p>Regeneration of communities</p> <p>Support is in line with the forthcoming Care and Well Being bill.</p>	
4. CORPORATE RELEVANCE		
<p>How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?</p>	<p>People in Powys live a healthy and independent life style</p> <p>People in Powys can easily access the services they need</p>	
5. DATA USED		
<p>5.1. What data has been used to conduct this assessment?</p> <p>Tick/shade boxes as appropriate.</p>	<p>Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.</p>	<p>Data collated in relation to 374 service users identified 717 assessed needs of which 43% were for social isolation, 21% carer respite</p>

		<p>with the remainder equally split between short term memory loss / dementia and personal care needs. 164 of the 375 day service users were referred for social isolation and carer respite as their only assessed needs.</p> <p>Carer respite – 21% Personal care – 18% Social isolation – 43%</p>
	<p>Service user satisfaction rates, broken down by the protected characteristics.</p>	<p>Their experience of the service was positive and they particularly valued interaction with staff. Their aspirations were for more time with the service and more activities particularly noting visits and joining community activities such as church coffee mornings</p>
	<p>Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.</p>	<p>4.5% of service user who attend the day centres speak Welsh 43.8% of people that attend day</p>

		centres are 85+ 39.3% are aged between 75-84 11.7% are aged between 65-74 5.2% aged under 65 82.2% are white British 0.3% white Irish 0.3% any other white background 66.8% are of British nationality 3.7% are welsh nationality
	Qualitative data gathered from those that are not currently using the service.	No current information available
	Complaints monitoring against the protected characteristics	No complaints directly in relation to this service
	Wider research reports and findings.	Benchmarked against other local authorities
	Relevant service based Equality Impact Assessment	x
5.2. Are there any gaps in the data?	<p>Yes x <input type="checkbox"/></p> <p>Please state the gaps: Specific data needs to be collected at referral stage in relation to protected characteristics.</p> <p>How will the gaps be addressed going forward? Senior management decision to agree a way forward for future data collection</p>	No <input type="checkbox"/>
6. DATA ANALYSIS		
6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics.	See above	

<p>Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p>None currently</p> <p>As above. We would expect the proposed changes to increase the levels of satisfaction in terms of more individualised service which offers choice to the service user.</p>
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<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>From the engagement session which took place there does not appear to be a difference in terms of the service user experience</p> <p>Request to link with communities and activities which are related to their areas of interest.</p> <p>Yes it is likely that the individual will be in contact with their local groups and will take a more integrated approach in local communities</p> <p>As above</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
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tick/shade the appropriate box opposite to provide the EqIA assessment result.	The proposal presents some adverse impact on equality. [Proceed to question 8]	x
	The proposal presents significant impact on equality [Proceed to question 8]	
8. AREAS for IMPROVEMENT		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>Older people</p> <p>As above</p> <p>No as they would be able to link in their own communities</p>	
9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT		
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>The service will need to ensure that support is provided for older people and their carers in order to ensure that assessed eligible needs are being met.</p> <p>The proposal needs to be planned and implemented in a phased way to ensure full engagement with older people who currently attend the day centre. No this proposal should be considered as needs can be met in alternative ways.</p>	

<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>
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10. ONGOING MONITORING

<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>		<p>Please tick/shade</p>
	<p>Equality monitoring of uptake of the service within which the decision was made</p>	<p>x</p>
	<p>Satisfaction monitoring of service users (broken down by protected characteristic)</p>	<p>x</p>
	<p>Recording and analysing complaints/requests/compliments</p>	<p>x</p>
	<p>Targeted periodic focus groups/service user interviews/feedback sessions</p>	<p>x</p>
	<p>Other (please specify): monitoring of the impact following Reablement intervention</p>	<p>x</p>

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

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N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Learning Disability Day Service	Lead Person undertaking the assessment	Sue O Grady/Jan Scrivens
Service Area	Adult Social Care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	28 th January 2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

To review the use of the day service across Powys for people with a learning disability

2. OBJECTIVES

Please state the current business objectives of the change proposal.

To provide day opportunities for people with a learning disability to

	meet their assessed eligible needs.	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	To provide more choice and control over how a person's needs will be met within their community. To meet agreed objectives to further progress peoples independence and readiness for employment wherever possible. To safeguard the needs of those most vulnerable in a safe environment with appropriately trained staff.	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	Change Plan: People in Powys live in supportive, sharing and self reliant communities.	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	<input checked="" type="checkbox"/>
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	<input checked="" type="checkbox"/>
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data? Yes <input type="checkbox"/> X Please state the gaps: How will the gaps be addressed going forward?		No <input type="checkbox"/>

	To ensure that the senior management team agree what information needs to be collated at first point of contact	
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6. DATA ANALYSIS

6.1 Quantitative

Summarise the key quantitative data analysis results, providing key headline statistics.
 Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i) Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

- i) The current service relates to adults with a learning disability. This group is not under represented and the reconfiguration of the day services will provide further choice and control to service users with eligible needs
- ii) Service users value the service that is provided but we need to undertake more work with them to look at where the gaps are and what other models of provision could improve their satisfaction levels and meet their agreed outcomes.

263 people attend day services of which:

- 73 are aged 18 – 34
- 74 are aged 35-50
- 90 are aged 50 to 64
- 22 are aged 65 – 74
- 4 are aged 75 – 84

95 have recorded their religion as either Church of England or Church in Wales.

129 are female
 133 are male

37 are welsh

1 caribbean
 1 other
 1 white & Asian
 254 White
 6 N/K

6.2 Qualitative

Summarise the key qualitative data analysis, providing key themes or patterns.
 Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.

- i) Some people with a learning disability may attend college rather than a day service. Each persons needs are assessed individually and the services that will best meet the eligible needs will be commissioned.
- ii) Service users want choice and control over how their needs are met. The want to be as independent as possible and where appropriate they need to participate in

<p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>training opportunities that will prepare them for any employment opportunities.</p> <p>iii) As above their individual assessment will reflect their individual needs and we work in partnership with them to look at what service response will meet their agreed outcomes. We therefore need a variety of service responses to ensure that needs are met.</p> <p>iv) As above</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	<p>x</p>
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	
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9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>														
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>												
<p>10. ONGOING MONITORING</p>														
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>	<table border="1"> <thead> <tr> <th data-bbox="794 1308 1302 1386"></th> <th data-bbox="1302 1308 1473 1386">Please tick/shade</th> </tr> </thead> <tbody> <tr> <td data-bbox="794 1386 1302 1491">Equality monitoring of uptake of the service within which the decision was made</td> <td data-bbox="1302 1386 1473 1491"></td> </tr> <tr> <td data-bbox="794 1491 1302 1597">Satisfaction monitoring of service users (broken down by protected characteristic)</td> <td data-bbox="1302 1491 1473 1597">x</td> </tr> <tr> <td data-bbox="794 1597 1302 1675">Recording and analysing complaints/requests/compliments</td> <td data-bbox="1302 1597 1473 1675">Xx</td> </tr> <tr> <td data-bbox="794 1675 1302 1744">Targeted periodic focus groups/service user interviews/feedback sessions</td> <td data-bbox="1302 1675 1473 1744">x</td> </tr> <tr> <td data-bbox="794 1744 1302 1814">Other (please specify):</td> <td data-bbox="1302 1744 1473 1814"></td> </tr> </tbody> </table>			Please tick/shade	Equality monitoring of uptake of the service within which the decision was made		Satisfaction monitoring of service users (broken down by protected characteristic)	x	Recording and analysing complaints/requests/compliments	Xx	Targeted periodic focus groups/service user interviews/feedback sessions	x	Other (please specify):	
	Please tick/shade													
Equality monitoring of uptake of the service within which the decision was made														
Satisfaction monitoring of service users (broken down by protected characteristic)	x													
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Other (please specify):														

Powys County Council

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N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	To cease meals on wheels service	Lead Person undertaking the assessment	Jen Jeffreys/Joy Garfitt
Service Area	Adult Social Care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	28 th Jan 2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

To close the current meals on wheels service (MOW)

2. OBJECTIVES

Please state the current business objectives of the change proposal.

The MOW service is currently an inequitable in its delivery throughout the county. In the North the service is available for 2

	days a week and in contrast it is available in the South up to 5 days a week. In some localities there is no MOW service. The current service is supplied by the day centres in the main with some meals being supplied via schools and BUPA homes	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	Benefits- More choice and control for alternative meal provision for customers Reduction in cost for the county council More equitable provision	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	People in Powys live a healthy and independent life style People in Powys can easily access the services they need	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	5.4% of current service users receive MOW 123 people are 85+ 53 people are aged 75-84 18 people are aged 65-74 11 people are under 65 11 people are Welsh nationality 126 female
	Service user satisfaction rates, broken down by the protected characteristics.	This was completed in March 2012 the finding of which were collated in June 2012

	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	None currently available
	Complaints monitoring against the protected characteristics	No complaints directly in relation to this service
	Wider research reports and findings.	x
	Relevant service based Equality Impact Assessment	x

5.2. Are there any gaps in the data?	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Please state the gaps: Specific data needs to be collected at referral stage in relation to protected characteristics.</p> <p>How will the gaps be addressed going forward? Senior management decision to agree a way forward for future data collection</p>	No <input type="checkbox"/>
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6. DATA ANALYSIS

6.1 Quantitative

Summarise the key quantitative data analysis results, providing key headline statistics.

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i) Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

Nutritional needs in older people in particular are recognised as being important in relation to maintaining independence. The reablement service will ensure that individuals are able to maximise their independence. However, the most vulnerable older people, who will require a range of support to ensure their nutritional and personal care needs are met will be supported through domiciliary care.

There needs to be an element of choice in relation to how people's needs are met in relation to their nutrition. Therefore a range of service options needs to be discussed on an individual basis in order to ensure a person centred approach.

As this service is currently inequitable and varies throughout the county council the assumption is that certain groups could well be unrepresented. However, it is recognised that the majority of people receiving this

	<p>service are older people with a disability, and in the main women.</p> <p>There are limited options for specialised dietary needs, diabetic being an example, however, choice of meal is limited as the individual has the meal which is being prepared by the supplier of this meal, e.g. day centre.</p>	
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>The proposal would be to offer choice on an individual basis to a range of service solutions which could provide a choice and range of meals for the individual to consider. Examples of this could be Wiltshire farm foods, local cafes or luncheon clubs.</p> <p>Yes as the service is currently inequitable then certain individuals do not have this service available to them.</p> <p>Yes a survey was carried out in 2012 obtaining the views of the current service users in relation to the MOW service and its cost</p> <p>By ceasing the current MOW service and individually engaging with the service users a more favourable outcome can be achieved in relation to an equitable meal provision. As above</p>	
<p>7. EqIA RESULT</p>		
<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	<p>x</p>
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	
<p>8. AREAS for IMPROVEMENT</p>		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the</p>		

<p>assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	
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9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	
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<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>
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10. ONGOING MONITORING

<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>	<p>Equality monitoring of uptake of the service within which the decision was made</p>	<p>Please tick/shade</p>
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	Satisfaction monitoring of service users (broken down by protected characteristic)	x
	Recording and analysing complaints/requests/compliments	x
	Targeted periodic focus groups/service user interviews/feedback sessions	
	Other (please specify): monitoring of the impact following Reablement intervention	x

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Respite/Short Stay House for Learning Disability in Ystradgynlais	Lead Person undertaking the assessment	Jan Scrivens/Sue O Grady
Service Area	Adult Social Care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	28 th January 2014		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

To close the Respite/ Short Stay House for People with a learning disability in Ystradgynlais. This service will be closed in a planned way to ensure that service users are not left at risk or without a service to meet their identified eligible needs.

2. OBJECTIVES

Please state the current business objectives of the change proposal.	To transfer the use of this service to the Brecon Short Stay House. This will bring the resource in the Brecknockshire area for respite for people with a learning disability in line with the level of services provided in Radnorshire and Montgomeryshire. Thus ensuring an equitable elviery of services and use of resources.
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3. BENEFITS and OUTCOMES

i) What are the intended benefits or outcomes from the change proposal.	<p>To reduce the cost the overall cost of the respite/short stay services by reducing the accommodation and support costs related to maintaining an additional house in the Brecknockshire area.</p> <p>To bring resources in line with the other areas of the county, making the service more equitable.</p> <p>The service will continue to be delivered but through an alternative site in the Brecknockshire area ensuring that Adult Social Care continues to meet identified eligible needs.</p>
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4. CORPORATE RELEVANCE

How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	Change Plan: People in Powys live in supportive, sharing and self reliant communities.
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5. DATA USED

<p>5.1. What data has been used to conduct this assessment?</p> <p>Tick/shade boxes as appropriate.</p>	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	X
	Complaints monitoring against the protected characteristics	X
	Wider research reports and findings.	x

	Relevant service based Equality Impact Assessment	X
5.2. Are there any gaps in the data?	<p>Yes x <input type="checkbox"/></p> <p>Please state the gaps: To have bespoke data for the service which should be collected at source.</p> <p>How will the gaps be addressed going forward? To improve the collection of data at point of first access to the service. Senior management decision to agree way forward for future data collection.</p>	No <input type="checkbox"/>

6. DATA ANALYSIS

6.1 Quantitative

Summarise the key quantitative data analysis results, providing key headline statistics.

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i) Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

- i) The service is only provided to people with a learning disability ; all individuals who access this service are adults from 18 years onwards.

The service is based in a house owned by First Choice Housing and the support is provided by an external service, who have been contracted to undertake this work.

- ii) Satisfaction levels are high as the service is local, has been in place for a long time and meets the needs of the local population. However, the service meets the needs of a core group of individuals. The change will mean that the service users will have to travel from the Ystradgynlais area to Brecon Short Stay House.

The availability of respite requests will need to be carefully managed to ensure that an equitable service is provided. Operational teams will need to work closely with families to look at how unmet needs can be met in more imaginative ways, e.g. use of a Direct Payment to the individual or their families to meet respite needs in another way which could include the support and information to identify suitable holiday options with support available or to use the Shared Lives scheme. This could give the service user more choice and control as to when and how they take their respite breaks.

6.2 Qualitative

Summarise the key qualitative data analysis, providing key themes or patterns.

Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.

Key questions:

- i) Do certain groups have a different service user experience? How will a change affect this?
- ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?
- iii) What are the reasons behind some groups not using the service? How will a change affect this position.
- iv) What has consultation on your proposals revealed about impact on the protected characteristics?

Scheme is funded for 100 hours per week for the 2 bedroomed property. It is usually open for 4 night per week but these times are flexible depending on need.

Useage ranges from 49 hours per seek to 262 per week depending on demand.

Around 10 service users regularly use this facility. This included 4 service users from Brecon who were unable to access the Brecon service due to 2 service users in this Brecon scheme being homeless.

- i) Respite for older people can be met via short stays in care homes, use of a direct payment to purchase additional services to meet the need to give their carers a break. Additional services can be commissioned to support the individual in their own homes whilst the service users families/carers have a break.

The service user is supported to give them a choice in how they will have their respite needs met.

- ii) The consultation that has been undertaken by an independent organisation who work with people with a learning disability have found that people wanted availability and flexibility of short breaks. The Learning Disability commissioning plan (draft) is a joint health and social care document that is taking people's views into consideration in planning services for the future for people with a learning disability and their carers.

- iii) Not all people with a learning disability in Powys come through the statutory services. Those people will have their own networks of support. Other people may have a direct

	<p>payment and can meet the need for respite by employing commissioning their own service. A change to the current Ystard short stay house may encourage more people to take up the use of a direct payment.</p> <p>iv) The consultation that has been undertaken for people with a learning disability, this has been in relation to what these people and their carers would like to see us do differently and this information is being used to inform the Joint health & social care commissioning strategy 2014 to 2018</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	Yes
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) The group that is affected will be adults 18 and over with a learning disability who live in the Ystradgynlais area of Powys and are eligible for the service..</p> <p>ii) All service users are financially assessed under the relevant legislation and will be charged according to the outcome of the financial. If people have very limited income or on key passport benefits they will be assessed on a sliding scale, often paying a low or no contribution.</p> <p>iii) No, the service that is provided will, wherever possible, be in the service users chosen language.</p>
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9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done? ii) Does the proposal require modification to reduce or remove this impact? iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Once the decision has been made to close the short stay house in Ystradgynlais, we will contact those clients and their families who will be affected by the closure and we will consult with them over the impact of the closure. We will work in partnership with them to ensure that their needs for respite provision will be met via the Brecon short stay facility or by other means.</p> <p>i) The impact can be mitigated by offering alternatives to the Ystrad short stay house. ii) Modification will be required as we will need to work with families and individuals to look at alternatives ways to meet the need for respite provision. iii) We should consider the closure of the short stay house to ensure that we meet the budgetary requirements of the service and to bring the respite service in the south in line with the mid and north localities resources.</p>													
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/> yes</p> <p>Date added.....January 2014.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>												
<p>10. ONGOING MONITORING</p>														
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>	<table border="1"> <thead> <tr> <th data-bbox="802 1377 1300 1444"></th> <th data-bbox="1300 1377 1460 1444">Please tick/shade</th> </tr> </thead> <tbody> <tr> <td data-bbox="802 1444 1300 1556">Equality monitoring of uptake of the service within which the decision was made</td> <td data-bbox="1300 1444 1460 1556"></td> </tr> <tr> <td data-bbox="802 1556 1300 1668">Satisfaction monitoring of service users (broken down by protected characteristic)</td> <td data-bbox="1300 1556 1460 1668">x</td> </tr> <tr> <td data-bbox="802 1668 1300 1736">Recording and analysing complaints/requests/compliments</td> <td data-bbox="1300 1668 1460 1736">x</td> </tr> <tr> <td data-bbox="802 1736 1300 1803">Targeted periodic focus groups/service user interviews/feedback sessions</td> <td data-bbox="1300 1736 1460 1803"></td> </tr> <tr> <td data-bbox="802 1803 1300 1870">Other (please specify):</td> <td data-bbox="1300 1803 1460 1870"></td> </tr> </tbody> </table>			Please tick/shade	Equality monitoring of uptake of the service within which the decision was made		Satisfaction monitoring of service users (broken down by protected characteristic)	x	Recording and analysing complaints/requests/compliments	x	Targeted periodic focus groups/service user interviews/feedback sessions		Other (please specify):	
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Other (please specify):														

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

<p>Proposal</p>	<p>LIBRARY SERVICE REVIEW – DEVOLVING BRANCH LIBRARIES TO THE COMMUNITY</p>	<p>Lead Person undertaking the assessment</p>	<p>Catherine Richards</p>
<p>Service Area</p>	<p>Cultural Services Leisure and Recreation</p>	<p>Relevant Head of Service who has agreed this assessment</p>	<p>Stuart Mackintosh</p>
<p>Date of Assessment</p>	<p>29 January 2014</p>	<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':</p>	
<p>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</p> <p><i>The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.</i></p> <p>The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.</p>			
<p>1. AIM or PURPOSE</p>			
<p>Briefly describe the aim or purpose of the change proposal being assessed.</p>	<p>This Equalities Impact Statement accompanies the proposals to close eleven libraries in Powys, leaving 6 branches across the county. In order to mitigate the impact two options will be explored further:</p>		

	<p>1. Community Management of a number of branches 2. Expansion of the library mobile service</p> <p>The aim is to ensure that a sustainable future is provided for the library service, which takes into account both the efficiencies identified for the service in the Medium Term Financial Plan and the Council's statutory duties in relation to libraries.</p>
<p>2. OBJECTIVES Please state the current business objectives of the change proposal.</p>	<p>The objectives are to:</p> <ul style="list-style-type: none"> • Ensure a sustainable future for the library service • Contribute to the delivery of the Powys Change Plan and the Powys One Plan • Achieve savings of £350,000 in 2015/16 (MTFP) • Continue to meet the Council's statutory duty under section 7 of the Public Libraries and Museums Act, 1964, to provide a "comprehensive and efficient library service for all persons desiring to make use thereof". • Encourage effective partnership working with local communities, and responding to customer needs
<p>3. BENEFITS and OUTCOMES i) What are the intended benefits or outcomes from the change proposal.</p>	<p>To ensure that the residents of Powys are provided with a sustainable and equitable library service across the county.</p>
<p>4. CORPORATE RELEVANCE How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?</p>	<p>The Library Service directly contributes to a number of the One Powys Plan outcomes, in particular, the following:-</p> <p>Stronger communities: Bringing people together in Powys so they feel that they matter and belong in their community. Community Safety: For communities in Powys to be protected from crime and disorder and to feel safe and secure in the place that they live Education: All pupils in Powys are supported to achieve their full potential including those with additional</p>

	<p>learning needs</p> <p>Training & jobs for young people: More young people in Powys would be either in full-time education, gainful employment or employment related training within the county</p> <p>Internet access: Promoting the advantages of using internet access to help residents, communities and business access the support they need and provide competitive advantage for businesses</p> <p>Long term conditions: Citizens with long term conditions are supported and empowered to manage their condition and live fulfilled lives</p> <p>Older people: Older people will be supported to maintain fulfilled lives within stronger communities</p> <p>Healthy lifestyles: Powys citizens will be encouraged to lead active and healthier lives</p> <p>Mental health & wellbeing: Powys citizens will lead fuller and longer lives, be resilient, have good health and be more able to fully participate and contribute to their communities</p> <p>The Library Service has a number of key responsibilities in contributing to the Powys Change Plan and the service objectives relate to two of the Improvement Objectives – Learning and Community and Council.</p>	
<p>5. DATA USED</p>		
<p>5.1. What data has been used to conduct this assessment?</p> <p>Tick/shade boxes as appropriate.</p>	<p>Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.</p>	<p>✓</p>
	<p>Service user satisfaction rates, broken down by the protected characteristics.</p>	<p>✓</p>
	<p>Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.</p>	<p>✓</p>
	<p>Qualitative data gathered from those that are not currently using the service.</p>	<p>✓</p>
	<p>Complaints monitoring against the protected characteristics</p>	<p>✓</p>
<p>Wider research reports and findings.</p>	<p>✓</p>	

	<p>Relevant service based Equality Impact Assessment</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>More detailed consultation with users and non-users of our libraries will be necessary regarding present and future deliver options.</p> <p>How will the gaps be addressed going forward?</p> <p>Powys Library Service plans a more detailed consultation with residents across Powys. A survey will be undertaken over a 8-10 week period throughout the Spring. The main consultative groups will include:</p> <ul style="list-style-type: none"> • Current Library users • The wider general public, including potential library users • Elected members • Town and Community Councillors • Current and prospective partner organisations • Representatives from protected characteristic groups • Library staff 	<p>v</p>
<p>6. DATA ANALYSIS</p>		
<p>6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics.</p>	<p><u>Powys Library Service</u> The Library Service aims to provide a comprehensive and efficient service to meet the needs of the people of Powys, through the provision of equal and unbiased access to knowledge,</p>	

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i) Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

information and ideas. Its main aims are:-

- to promote reading and a literacy culture
- to support formal learning
- to be a resource for all who are engaged in informal learning
- to deliver free access to information for individuals and groups
- to ensure equality of access to ICT resources

How are library services provided?

- branch libraries – 17 across the county, in all major towns
- mobile libraries – 4 cover the more rural areas
- Children’s Bookrunner mobile libraries – reach all children 4-11 years
- Schools Library Service – supports education through curriculum loans

What is provided through our libraries?

- Free membership to anyone who lives, works or is educated in Powys
- Books, DVDs and audio books for loan
- Request service for items not immediately available
- Magazines and newspapers to read
- Computers to use in the library, including wi-fi access in some
- 24 hour online library – search catalogue, make requests, use up-to-date reference materials, borrow e-books
- Local studies collections
- Access to council services in some libraries – eg card payments, recycling bags, parking permits

How well are library services used?

731,500 items were borrowed in 2012-13, 67,500 computer hours were used on the people’s network computers within libraries, and around 35,000 members actively borrowed physical items. Physical visits to libraries stood at 620,000.

Satisfaction with the library Service

In the last user surveys, 96% of adults and 99% of children rated services as good or very good.

The Welsh Public Library Standards (WPLS) 2012/13

The authority's performance against the Welsh Public Library Standards has been assessed as follows. The authority:

- Is achieving 7 of the 9 Welsh Public Library Standards, one more than in 2011-12.
- In WPLS 1 (service points and access to them) provision remains the same and is satisfactory, and in relation to WPLS 2 (services to users with special needs) the authority continues to offer a suitable range of services and facilities for users with particular needs; the contribution of the mobile library service to these achievements is very significant.
- With completion of its programme of WiFi installation, the authority is now meeting the requirements of WPLS 4 (ICT provision) in full. This is well-managed development and progress.
- In WPLS 5 (acquisitions) the performance remains very satisfactory, with an improved performance against the targets set compared to 2011-12. Performances have also improved in WPLS 7 (delivery of requests to users), and bearing in mind the very rural nature of the authority and the challenges that presents to logistical management, together with the increased demand from users, the approach to meeting this Standard has been commendable.
- The staffing situation within the authority's library service meets the targets set within WPLS 8 (staffing), but it is noted that there are times when the service has difficulty in providing adequate cover for sickness and other staff absences, which suggest that there are some operational difficulties. This is a matter that could usefully be considered by the review process during its deliberations.
- The authority also continues to meet the space and other requirements of WPLS 9 (buildings and space).
- Is partly achieving the remaining 2 Standards.
- The authority was meeting the requirements of WPLS 3 (opening hours and delivering

scheduled services) in 2011-12, but difficulties caused by the mechanical state of one of the mobile vehicles and providing staffing cover, affected overall achievements against this Standard during 2012-13. The staffing issue appears to have been addressed, and once the vehicle issue is resolved this Standard should be achieved in full again in 2013-14. Although opening hours remained unchanged in 2012-13, it is noted that they, together with mobile library timetables, will be scrutinised by the review.

- Most of the requirements of WPLS 6 (annual expenditure on acquisitions) are met at a very satisfactory level, but the target for expenditure on books and materials for adults is missed by some distance. It is noted that the library service has calculated the cost of bringing the performance up to the required level set by the Standard, and that this is to be considered as part of the current review. The experience of other library authorities in Wales that have addressed a very similar issue, is that sustained incremental increases in the budget, even of a very modest kind, can have the necessary effect and impact, and this approach should be considered as one of the options under the review.

It would appear that achieving at least one further Standard is possible provided planned action is implemented before March 2014. Should the authority be able to resolve the issues relating to expenditure on books and materials for adults, then it is not impossible for the authority to achieve the requirements of all the Welsh Public Library Standards by March 2014. That would be a very commendable achievement, but some important decisions and actions are necessary in the meantime to enable the authority to achieve such a performance.

For the purpose of comparing performance with that of other Welsh public library authorities, the average number of Standards being met by all authorities in 2012-13 was 6, the highest number achieved was 8, and the lowest 3. Powys's performance is therefore above average when compared with others in Wales.

The Welsh Public Library Performance Indicators (WPLPI)

The Framework also asked library authorities to report against 8 Performance Indicators; many of these are comparable with figures reported under the third framework (2008-11), and it is therefore possible for authorities to identify certain trends in service performances.

The following table lists the authority's reported performances alongside Welsh average performances. The authority should reflect on these comparisons, and on the assessors' comments below, in its scrutiny of service performances.

Performances against WPLPI 2, which requires surveys to be undertaken during the course of the Framework, will be fully considered in the final year. Although the authority is still to complete its programme of user surveys, results obtained thus far are at a very satisfactory level.

WPLPI	Authority Performance	Welsh Average
1	Use (physical / virtual visits, attendance at events) of service (per 1,000 population)	6612
3	% take-up of public access PCs	36.45%
4	Annual issues (per 1,000 population)	4516
5	% of total authority library expenditure spent on the purchase of library stock	11%
6	% of total authority revenue expenditure spent on the public library service	0.54%
7	% total authority capital allocations spent on public library facilities	0.37%
8	Net expenditure on public library provision (per 1,000 population)	£17220
		£16176

It is clear from the information and explanations provided in respect of most of the performances against each of the Indicators, that service managers have a very sound grasp and understanding of the factors and influences that govern the performances achieved in 2012-13. There are a number of sustained and improved performances with only very few that have declined.

Issues have fallen (WPLPI 4), but not in all of the authority's service points and facilities, whereas visitor numbers are higher (WPLPI 1), particularly virtual visitors using the ICT resources provided by the authority. However, the use of ICT generally (WPLPI 3) has fallen slightly. It is reported that the use of the extended WiFi provision is very high and when specific data is available it should provide an interesting analysis of changing use patterns. Providing WiFi facilities is normally accompanied by a slight fall in the use of more traditional facilities.

There is less certainty in relation to explaining the fall in the percentage of total authority revenue expended on providing a library service (WPLPI 6), especially as the net annual expenditure on public library provision reported in WPLPI 8 shows an increase. The authority should seek to analyse this situation and provide an explanation should the data show the same outcomes in the next Annual Return in 2014.

Concluding remarks

In summary, sustaining levels of investment in the service has enabled the authority to maintain and improve its performances in respect of the Fourth Assessment Framework during 2012-13, and as noted above, provided the planned action is taken in areas where improvements are necessary, it could be in a position to meet most, if not all, of the Standards by March 2014.

Adult PLUS User Survey

Equalities data from the 2012 Adult PLUS User Survey for Powys libraries gives us a general profile for all adult library users:

- 26% were aged over 65 years old.
- 96% were heterosexual
- 83% were white; 8% Asian; 6% Black; 2% mixed; 1% other
- 77% of adult library users considered themselves as not having a disability
- 57% were Christian; 29% have no religion; 6% were Muslim; 2% Hindu; 1% Buddhist; 1% Jewish; 1% Sikh; 4% other religion

Powys Residents Satisfaction Survey Report 2013

In the Residents survey satisfaction with the library service is reported at 83%. In particular, nine in ten of the county's most elderly residents are satisfied with the library service.

Respondents that were very dissatisfied with the library service were asked to provide further details, but the only ones that were mentioned are locations (two respondents) and opening hours (three)

Residents Views on the Council's Statement of Intent

Library question (q14) 54% of respondents would prefer to see a reduction in the number of libraries so that the mobile library service could be kept and re-organised.

Powys Budget Consultation 2013

The questionnaire outlined that the Council is required to provide a library service, but is looking at the best way to do this. Two models were presented: maintain all 17 libraries, but cut the mobile service; or reduce libraries and reorganise the mobile service. Views were split, with just more than six in ten respondents (62%) stating that their preference would be to reduce the number of fixed libraries and reorganise the mobile service. The more elderly residents held a slightly different view, with a slight majority (53%) preferring to cut the mobile service (this is based on a small sample size though).

Powys Young Persons Survey Report 2013

In the Young Persons Survey library users are represented by the following age groups;

11- 14 = 69%

15-16 = 40%

17-18 = 44%

19-25 = 36%

In this survey around 50% of young persons in Powys rate libraries as very good or excellent.

Powys Mobile Library Survey July 2013

In 2012-13, there were 3148 members registered with the mobile libraries, of which 1700 are currently active members. 71% of those surveyed said that they do not use a branch library as well. These members borrowed 86,224 items in 2012-13 (14% of the library service's total loans.) 91% of members surveyed stated that they use the service every 2 weeks. However not all members were surveyed.

GIS Data Analysis

	<p>58% of the Powys population appears to be registered with a library (based on registered members, not active members). The highest category is females aged 14-17 with 82% being registered members; the lowest is males aged 60+, with only 41% being registered members.</p> <p>Not all members use their nearest branch. For example for 78.3% of those registered at Brecon library it is also their closest library by road zone. However for 5.9% of Brecon library members Crickhowell is actually their nearest branch; whilst for 10.6% of Brecon library members, Talgarth is their nearest branch.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <ul style="list-style-type: none"> i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will a change affect this position. iv) What has consultation on your proposals revealed about impact on the protected characteristics? 	<p>The proposal is to close eleven libraries in Powys, leaving six branches across the county.</p> <p>Currently, across Wales library services are facing up to significant changes with a number of authorities having indicated that some libraries may face reduction in opening hours, alternative forms of delivery or closure as a result of budget pressures. Powys County Council is no different in this regard and there is a clear need to address the issues now.</p> <p>Closure of branch libraries presents concerns for some groups that fall within the protected characteristics, including the very young, the elderly population and those with disabilities, essentially those that rely on local access within the community. These groups may be adversely affected by service changes. Libraries are viewed as safe, public places within the community, a place that enhances the community through its range of services and the role that library staff play.</p> <p>Be it through user surveys, interacting with library visitors, library staff experience and the consultation process it is evident that users use the library for a multitude of reasons: A place to go online and access the internet to communicate with families, learn, do the grocery shopping or engage in local democracy; A place to visit as a family to take advantage of storytimes, socialise with other families and children, a place for support and a place to develop early literacy skills with families reading together. In addition the library is seen as a safe place for children to go after school and during school holidays. On top of this of course is the access to reading for free for children, vital in their development, not only through school but beyond into adulthood. A number of national surveys have drawn attention to the correlation between access to books and reading, educational attainment and social progress.</p> <p>Users with disabilities or those recovering from significant surgery will be affected by the</p>

<p>removal of their local library service. With access being of prime concern the loss of the community service will be acutely felt. Again the more remote communities will be most affected for it will not always be possible to access other library venues due to limited public transport. Presently libraries have a number of services available for users with disabilities, particularly for those with a visual impairment. Borrowing of large print and audio books remains relatively high and user friendly ICT facilities are available. These are services that tend to be solely available through libraries and not elsewhere within the community.</p> <p>Drawing upon anecdotal evidence libraries offer a place for migrants to be able to access ICT to help look for employment, to communicate online with friends and family in their own language and to help search for training opportunities. Furthermore the wealth of reading material aids the development of English language skills where needed for both adults and children.</p> <p>As mentioned above, further consultation is planned, and the feedback received will inform decisions on the most appropriate alternative delivery models for each area affected.</p>							
<p>7. EqIA RESULT</p>							
<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<table border="1"> <tr> <td data-bbox="829 1411 933 1657"> <p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p> </td> <td data-bbox="829 1411 933 1657"></td> </tr> <tr> <td data-bbox="829 1411 933 1657"> <p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p> </td> <td data-bbox="829 1411 933 1657" style="text-align: center;">v</td> </tr> <tr> <td data-bbox="829 1411 933 1657"> <p>The proposal presents significant impact on equality [Proceed to question 8]</p> </td> <td data-bbox="829 1411 933 1657"></td> </tr> </table>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>		<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	v	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	
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<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	v						
<p>The proposal presents significant impact on equality [Proceed to question 8]</p>							
<p>8. AREAS for IMPROVEMENT</p>							
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p>	<p>i) The assessment indicates that the protected characteristics groups particularly affected will include very young, the elderly population and those with disabilities. Concerns regarding these groups will central in the process of developing alternative models of service provision.</p>						

<p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>ii) There may be an impact on people on low incomes, particularly in relation to transport. There will be an obvious anxiety amongst the public that their community will become more isolated and excluded as a result of the local library closing. There will be some who think that they are being denied access to services which, in their opinion, they see as being more and more centralised on the principal towns. In some communities public transport access is not as good; added to that the cost and access issues it becomes evident why there are such concerns.</p> <p>iii) With regard to the Welsh language the Service remains committed to ensuring that where there is a desire to interact in Welsh, the Service will do all it can to fulfil this obligation. As for any community led libraries that are established the Library Service will clearly state the importance of Welsh in the hope that in those Welsh speaking areas there will be more opportunities for users to interact in Welsh than there at present.</p>
<p>9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT</p>	
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Mitigation in terms of impact will be to investigate:</p> <ol style="list-style-type: none"> 1. Community Management of a number of libraries 2. Expansion of the library mobile service <p>More consultation and discussion needs to be undertaken with regards to community led libraries. The exact impact upon all equality issues is as yet not clear. However, the Service will ensure, through training, that voluntary run libraries are fully aware of equality issues when delivering the service. This will require regular monitoring.</p> <p>Providing alternatives to service provision that will continue to serve, and in some cases may enhance access in the event of the library closing.</p> <p>Adapting the present mobile library schedule to allocate more stops and time to communities where the branch library is withdrawn.</p>

<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>
<p>10. ONGOING MONITORING</p>		
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>	<p>Equality monitoring of uptake of the service within which the decision was made <input checked="" type="checkbox"/></p> <p>Satisfaction monitoring of service users (broken down by protected characteristic) <input checked="" type="checkbox"/></p> <p>Recording and analysing complaints/requests/compliments <input checked="" type="checkbox"/></p> <p>Targeted periodic focus groups/service user interviews/feedback sessions <input checked="" type="checkbox"/></p> <p>Other (please specify): Monitoring and review of SLAs with Community Groups who may take over the management of a library <input checked="" type="checkbox"/></p>	<p>Please tick/shade</p>

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Removal of 1 Adaptation Officer post	Lead Person undertaking the assessment	Neal Parry Adaptations Manager
Service Area	Private Sector Housing	Relevant Head of Service who has agreed this assessment	Ian Fraser Head of Housing
Date of Assessment	27/1/14		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

The aim is to reduce the number of Private Sector Housing Adaptations Team by one Technical Officer post. There is no intention to reduce the financial assistance available or eligibility criteria to the public.

2. OBJECTIVES

Please state the current business objectives of the change

The current budget reductions. Requires a reduction in head count to

proposal.	meet the Mid Term Financial Plan for the Housing General Fund	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	<p>There is no intention to alter any eligibility criteria or capital budget available for the applicants who apply for Disabled Adaptation assistance. The intention is to provide the same outcomes by better use of revised head count with revised methods of work processes and internal procedures, practices and areas of work.</p> <p>The specialist knowledge held within the group will be maintained. Specific loss of local regional knowledge would be temporary and short term.</p> <p>It is intended that present Service Standards be maintained</p>	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	There is no intention to revise and required outputs and outcomes relevant to Disabled Adaptations with this proposal	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data? Yes <input type="checkbox"/> Please state the gaps: How will the gaps be addressed going forward?		No <input type="checkbox"/>

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6. DATA ANALYSIS

<p>6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics. Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <ul style="list-style-type: none"> i) Are certain groups currently underrepresented in service user figures? Will a change affect this? ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this? 	<p>Service provided specifically targets disabled and vulnerable people. With no intention to revise eligibility or budget available.</p> <p>It is intended that service standards be maintained</p>
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<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <ul style="list-style-type: none"> i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will a change 	<p>Service provided specifically targets disabled and vulnerable people. With no intention to revise eligibility.</p>
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<p>affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	
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9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal,</p>	
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<p>owing to the degree of impact it is likely to have?</p>		
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>
<p>10. ONGOING MONITORING</p>		
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>		<p>Please tick/shade</p>
	<p>Equality monitoring of uptake of the service within which the decision was made</p>	
	<p>Satisfaction monitoring of service users (broken down by protected characteristic)</p>	
	<p>Recording and analysing complaints/requests/compliments</p>	
	<p>Targeted periodic focus groups/service user interviews/feedback sessions</p>	
	<p>Other (please specify): Continued monitoring of service users satisfaction surveys</p>	

Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	To consult on the proposed changes to Council policy to increase eligibility criteria thresholds, introduce a funding cap on home support and withdrawal of cleaning services for all new referrals.	Lead Person undertaking the assessment	Dawn Docherty
Service Area	People Directorate - Adult Social Care	Relevant Head of Service who has agreed this assessment	Joy Garfitt
Date of Assessment	30 January 2014		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':</p> <p>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</p> <p>(b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</p> <p>(c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</p> <p><i>The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.</i></p> <p>The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.</p>			
1. AIM or PURPOSE			
Briefly describe the aim or purpose of the change proposal being assessed.	<ul style="list-style-type: none"> Raising eligibility criteria from moderate to substantial and critical needs only. This will ensure more equitable provision for all new service users who require support with the Council in the future. 		

	<ul style="list-style-type: none"> • Removing cleaning calls within domiciliary care services. This is not considered a statutory provision for adult social care. • Capping domiciliary care support at the nursing care rate of £510 per week. This will ensure financial sustainability to meet current and future demand as well as promote Direct Payments to enable choice and control for service users and families. 	
2. OBJECTIVES		
Please state the current business objectives of the change proposal.	To ensure services are sustainable and affordable to support independent living and meet the essential assessed needs of our most vulnerable adults in Powys in line with demographic projections.	
3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal.	<ul style="list-style-type: none"> • Targeting access to adult social care funded support for people with substantial and critical needs only • Meeting essential not desirable needs • Ensuring the workforce of both the Council and commissioned providers can meet projected demand • Embedding Reablement as a preventative service to promote independence and reduce dependency on statutory services • Ensuring services are person centred and outcomes based to support long term and complex conditions • Promoting prevention, early intervention and community support networks in line with localism 	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	<ul style="list-style-type: none"> • People in Powys live in supportive, sharing and self reliant communities.(Change Plan) • Statement of Intent for Adult Social Care (Draft Jan 14) • Statement of Intent for Delivery of Integrated Health and Social Care Services for People in Powys (Draft Jan 14) 	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
	Service user satisfaction rates, broken down by the protected characteristics.	✓
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	✓
	Qualitative data gathered from those that are not currently using the service.	

	Complaints monitoring against the protected characteristics	✓
	Wider research reports and findings.	✓
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	<p>Yes <input type="checkbox"/> ✓</p> <p>Please state the gaps:</p> <p>The impact on family carers needs further analysis. The impact on people with Disabilities will require further analysis in line with work ongoing regarding Extra Care and Supported Tenancies</p> <p>How will the gaps be addressed going forward?</p> <p>There will be further detailed analysis and consultation</p>	No <input type="checkbox"/>

6. DATA ANALYSIS

6.1 Quantitative

Summarise the key quantitative data analysis results, providing key headline statistics.

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- i) Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

Powys has almost 9% more over 65s than the average within it's peer local authority grouping and almost 14% more over 85s. In the next 3 years Powys will see an 11% growth in over 65s with the largest increase of 20% in those aged 70 – 74 years. In the next 17 years Powys will see a 53% growth in over 65s with a doubling of the over 80s population and by 2021 the number of people with dementia in Powys is projected to rise by 44%. This growth in the elderly population increasingly outpaces the Welsh average.

There are small numbers of historical domiciliary care packages which provide cleaning services to existing clients. The Council will need to revise policy and withdraw this service for all new clients and consider phasing out for existing clients where risks are not evident.

Home care packages are currently increasing by 5.7% annually and £15.90 rate is the average external home care hourly rate. This is contributing significantly to the Council's overspend and is not sustainable or affordable to support vulnerable Powys residents in the future.

	<p>Over 4,000 residents are supported by adult social care of which 187 are assessed at moderate need and are in receipt of services.</p> <p>Powys Carers have 2,008 registered carers of which 482 are young carers. The Council is below the Welsh average (58.2%) in assessing and providing support to carers (34.8%) and supporting Carers remains a priority for the Council.</p>
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<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position.</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>Surveys undertaken for Reablement and in house domiciliary care provision have reflected high levels of customer satisfaction.</p> <p>Within a nine month period 400 clients have completed Reablement support plans, of which 253 (63.3%) now require no further services and an additional 83 service users now have a reduced level of care.</p> <p>The largest customer base is Older People and the majority of open cases are assessed as substantial and critical needs.</p> <p>It is likely that people with physical frailty and sensory loss (of which 75% of current open cases are aged over 65 years with moderate needs) will have their future needs met primarily through Reablement intervention, equipment and assistive technology which enables self reliance and minimises dependency.</p> <p>It is not expected that there will be an increase in residential care placements by introducing the cap on domiciliary care support however some service users and families may pursue this option.</p> <p>These proposals require ongoing consultation with all stakeholders.</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>Adults with long term conditions may be affected financially by introducing the cap on home care support however this should be mitigated against through Direct Payments, assistive technology and a wider range of community initiatives and transformation of services.</p> <p>People on low incomes should not be adversely affected however this depends on future Welfare Reforms and the Council's financial assessment requirements to access services.</p> <p>Adult social care strives to ensure the requirements for Welsh speakers are met.</p>
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9. EQUALITY IMPROVEMENT/MITIGATION OF IMPACT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p> <p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>By raising the eligibility criteria to substantial and critical levels of need the Council will need to ensure that prevention and early intervention strategies are in place in partnership with Health, Housing and the Third Sector :-</p> <ul style="list-style-type: none"> • Advice, information and signposting through the Single Point of Access • Advocacy provision • Neighbourhood/community coproduction and localism • Reablement assessment capacity as an intake service • Housing related support via Supporting People • Community Equipment and Assistive Technology innovations • Timely Adaptations • Wellbeing agenda and public health initiatives <p>There will be less reliance on traditional social care services and a steer towards local community led service developments to support neighbours with lower levels of need.</p> <p>Care managers will support people to creatively plan their individual care and access direct payments if that is their preferred choice.</p> <p>The Council will ensure assessed needs are met</p>
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	<p>through a range of services and Direct Payments is one option to provide choice and control for service users who meet substantial and critical eligibility thresholds.</p>	
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Date added: proposed March 14</p> <p>Reference: ASC Service Improvement Plan</p>	<p>No <input type="checkbox"/></p> <p>If no, please explain why not:</p>
<p>10. ONGOING MONITORING</p>		
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>		<p>Please tick/shade</p>
	<p>Equality monitoring of uptake of the service within which the decision was made</p>	<p><input checked="" type="checkbox"/></p>
	<p>Satisfaction monitoring of service users (broken down by protected characteristic)</p>	<p><input checked="" type="checkbox"/></p>
	<p>Recording and analysing complaints/requests/compliments</p>	<p><input checked="" type="checkbox"/></p>
	<p>Targeted periodic focus groups/service user interviews/feedback sessions</p>	<p><input checked="" type="checkbox"/></p>
	<p>Other (please specify):</p>	<p><input type="checkbox"/></p>