

Appendix A: Equalities Impact Assessment

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| Department: Adult Social Care | Person Responsible: Beverleigh Forbes |
| Service Area: Integrated Commissioning | Timescale for Equality Impact Assessment : |
| Date: 8 th October 2013 | Completion date: 8 th October 2013 |
| Name of service/policy: Advocacy Services | Is the service/policy/procedure/project etc: New <input checked="" type="checkbox"/> <input type="checkbox"/> Old |
| Predictive <input checked="" type="checkbox"/> Retrospective <input type="checkbox"/> | Adverse impact <input type="checkbox"/> Not found <input checked="" type="checkbox"/> Found <input type="checkbox"/> Service/policy/procedure/project etc, amended to stop or reduce adverse impact Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Is there likely to be a differential impact on any group? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Please state below: |
| 1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/ Asylum Seekers Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| 3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 4. Grounds of faith or belief: Religion/faith including people who do not have a religion Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| 5. Grounds of sexual orientation: Lesbian, Gay and bisexual Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 6. Grounds of age: Older people, children and young People Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Consultation conducted - Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |

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| Person responsible for arranging the review: Beverleigh Forbes | Person responsible for publishing results of Equality Impact Assessment: Beverleigh Forbes |
| Person responsible for monitoring: Steven Forbes | Date results due to be published and where: Published in an appendix to Executive report on the XX December 2013 on Brent Council's website |
| Signed: | Date: 8 th October 2013 |

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment, please indicate.

1. What is the service/policy/procedure/project etc to be assessed?

New Advocacy services contract

2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/ policies etc in this area

The Putting People First cross Government concordat published in 2007 set out the vision for Transforming Adult Social Care and stressed the importance of vulnerable people having control over the care and support they received. In order for this to happen advocacy services are required, and play an important part in helping people make choices for themselves that might otherwise be made for them by other people.

The council currently has 4 suppliers providing Advocacy support across Safeguarding, and to Adults with Mental Health Needs, Adults with Learning Disabilities and Older People with Physical Disabilities. The single contract arising from the proposed procurement will result in an expansion of these services to include Younger People with Physical Disabilities.

In view of the fact that this contract represents a change to the existing model of delivery the Executive need to consider equality implications.

3. Are the aims consistent with the council's Comprehensive Equality Policy?

Yes, implementing the service will have a positive impact on all service users.

4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

No there is no evidence that some groups will be affected differentially. There will be improved access to services for all people requiring advocacy services regardless of race/gender/disability/faith/sexual orientation/health. Therefore, no adverse impacts have been identified for any groups. Commissioning decisions were made through reviewing requirements with local stakeholders and service users. The reviews will consider current service use and future demand.

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make you judgement separately (by race, gender and disability etc).

Contractors provide quarterly monitoring information on their performance which includes detailed enough equality information to allow us to make such judgement. For evidence see



document attached.

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of the Disability Discrimination Act and the regulations on sexual orientation and faith, Age regulations/legislation if applicable)

None have been identified

7. Have you consulted externally as part of your assessment? Who have you consulted with? What methods did you use? What have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?

The existing contracted service involves user consultation. The comments of these users are included in the contractors' service reviews and subsequent service improvements'

The views of service users will directly impact on the service specifications and will contribute to the selection process for organisations.

8. Have you published the results of the consultation, if so where?

The contractors' service reviews outcomes are included in their annual reports which are published on their websites.

9. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

The council is not aware of a public concern about the Advocacy services tender being operated in a discriminatory manner however there is general concern that the impact of financial cuts on services for vulnerable people should be subject to an Impact Assessment. Some small organisations may be concerned about their ability to respond to the tender invitation.

10. If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.

Neutral impact

11. If the impact cannot be justified, how do you intend to deal with it?

N/A

12. What can be done to improve access to/take up of services?

The service will be universally accessible service, for all people who require Advocacy services. If Executive approve the procurement we will seek provider(s) who will put marketing and publicity mechanisms in place to ensure the service is adequately advertised and promoted, and that as many people as possible are aware of the Advocacy Services at the first point of contact

13. What is the justification for taking these measures?

A change in the grant funding regime meant that funded providers could no longer re-apply for the stated funding and coupled with the change in reduction procurement thresholds, this tendering exercise is required to take place.

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be responsible for this on the front page.

Contracts:

Monitoring will be based on how well service organisations meet the outcomes stated in the service specification. Service users will have the opportunity to specify their own desired outcomes which will be monitored. On-going monitoring information is received by the ASC Commissioning Unit quarterly from organisations; this is reviewed and discussed as appropriate with a particular emphasis on any change in the profile of services users.

KPIs will capture direct/indirect activity, with breakdown such as:

Ethnicity

Age

Gender

Disability

Sexual orientation

Marriage and civil partnership

Faith and belief

Transgender

Pregnancy and maternity

Service specific indicators

Impact of the procurement:

Monitoring of the impact of the procurement on organisations will take place prior to awarding a contract. The service will be formally monitored by the Council's contract managers on a quarterly basis.

15. What are your recommendations based on the conclusions and comments of this assessment?

No adverse impacts have been identified into any groups.

The Advocacy service would be regularly monitored, through regular and on-going consultation and the quarterly monitoring meetings and reviews to ensure that any future/possible adverse impacts are avoided.

The outcome monitoring should also be undertaken to ensure that all services deliver high quality services to the community

Should you:

1. Take any immediate action?

Ensure that information for tenderers includes clear instructions on financial requirements, consortia arrangements and ensure that providers are able to plan for the future in relation to the duration of the contract and for the Council to consider officer delegation functions.

2. Develop equality objectives and targets based on the conclusions?

It is unlikely specific targets will be identified, services to be procured in future will be based on outcomes. All successful provider will need to evidence that the required outcomes can be met for all groups.

3. Carry out further research?

Not at this time

16. If equality objectives and targets need to be developed, please list them here.

N/A

17. What will your resource allocation for action comprise of?

The funding for this service has been allocated through the Adult Social Care Unit

If you need more space for any of your answers please continue on a separate sheet

Signed by the manager undertaking the assessment:

Full name (in capitals please):
Beverleigh Forbes

Date: 24th October 2013

Service Area and position in the council:

Integrated Commissioner, Adult Social Care

Details of others involved in the assessment - auditing team/peer review:

Once you have completed this form, please take a copy and send it to: **The Corporate Diversity Team, Civic Centre**