

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed	Mandy Appleby		
Directorate	Adults and Community Directorate		
Individual(s) completing this assessment	Name	Job Title	
	Mandy Appleby	Assistant Director -	
Date assessment completed	4 th May 2020		

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)	Easement of Care Act duties		
What is the aim, purpose and/or intended outcomes of this activity?	To ensure that as a Council, we are able to respond to the COVID 19 epidemic in line with the Covid-19 legislation and consequent Care Act guidance.		
Name of lead for activity	Mandy Appleby		
Who will be affected by the development and implementation of this activity?	<input checked="" type="checkbox"/> Service Users <input checked="" type="checkbox"/> Patients <input checked="" type="checkbox"/> Carers <input checked="" type="checkbox"/> Visitors	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	Staff Communities Other _____
Is this:	<input checked="" type="checkbox"/> Review of an existing activity <input type="checkbox"/> New activity <input checked="" type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?		
What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.)	Amendments to current legislation – namely Coronavirus Act 2020 Statutory Guidance – Easement of Care Act duties and Ethical framework guidance		
Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)	The Easement documentation and substance of the report has involved AD of Commissioning. Heads of services – Commissioning, Operations and finance. Senior Social work managers representing services and the Principal Social worker role. Engagement to Adults and Communities workforce through two workforce webex conferences. Verbal and written briefings to operational staff. Briefing to CCG and WYT Partners and Invited comment on documentation and decision report. Worcester Health and Care NHS Trust - Briefing and invited to comment on documentation and decision. Healthwatch		

	Lead Member for Adults and Communities Councillor Crockett Chair of Adult Safeguarding Board
Summary of relevant findings	At Stage 2 but authority to move to Stage 3/4 under Easement of Care Act Guidance where required.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age			X	The arrangements have been implemented across all adult social services and will therefore impact all client groups equally. Available resource is being prioritised across all client groups.
Disability			X	The arrangements have been implemented across all adult social services and will therefore impact all client groups equally. Available resource is being prioritised across all client groups.
Gender Reassignment				
Marriage & Civil Partnerships				
Pregnancy & Maternity				
Race (including Travelling Communities and people of other nationalities)				
Religion & Belief				
Sex				
Sexual Orientation				
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)			X	The arrangements have been implemented across all adult social services and will therefore impact all client groups equally. Available resource is being prioritised across all client groups.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)			X	The arrangements have been implemented across all adult social services and will therefore impact all client groups equally. Available resource is being prioritised across all client groups.

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce/ eliminate negative impact	Who will lead on the action?	Timeframe
	Some people's assessments with lower priority needs may take longer and or elements of care packages deferred with other alternatives being temporarily sourced during the parameters of the	Arrangements are only temporary and are only in place for as long as the coronavirus COVID-19 epidemic continues. A system of welfare checks will be put in place for low risk individuals for whom assessments or a care plan or parts of a care plan such as home care has been deferred	Mandy Appleby	Review in line with current emergency

	Covid-19 emergency period. Community provision and those at low risk may not receive home care where this has been deferred or suspended.	of suspended. These might include no day services or like for like service due to day service closure. Low level provision of check calls, some voluntary and community.		
	Services for care and support. Home Care providers Care homes Providers	The arrangements will enable providers to ensure that home care is prioritised in an equitable manner across the county. The council is working on a range of support for business. The enactments of easements will support providers for care services in their ability to manage demand and their decision making.	Paul Smith	Review in line with current emergency
	The proposals could impact all groups normally receiving routine social care services	The voluntary and community sector led by the Council Talk Community programme will support and strengthen community and individual resilience with the provision of specific services, e.g. Delivering essential items, such as groceries and prescriptions to those most vulnerable who have no other access to support.	Amy Pitt	Review in line with current emergency

4. Monitoring and review

How will you monitor these actions?	Daily monitoring of Home Care and provisions of Care Homes Record keeping of any individual directly impacted in accordance with the Council's escalation policy. Daily reports on Adult social care operational staffing capacity. Regular reports of community and partner organisations staffing . Scrutiny from Health, Well-being, and the Herefordshire Adults Safeguarding boards. Principal Social Worker oversight.
When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	One month and/or sooner if further decisions are necessary

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.

- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA	Mandy Appleby
Date signed	4/5/2020