

Equality Impact Assessment (EIA) Form (Initial Screening & Full Impact Assessment)



Name of policy ¹ or function ² being assessed	Policy / Function Status		
Adults Strategic Partnership Plan 2016-20	New ✓	Revised	Existing
Directorate/Service Area	Date EIA Completed		
Children, Adult & Family Services: Commissioning	4 April 2016		
Lead Officer for this EIA	Contact Number		
Richard Skellern Steven Norcop	01782 237613 01782 234258		

Initial Screening Process

Identifying the aims of the policy

What is the main purpose and scope of the policy/function?

The four year Adults Plan is produced on behalf of the Adults Strategic Partnership and sets out the priorities for adults living in the city.

It will continue to set the direction towards making improvements to the lives of adults, carers and families over the next four years.

The plan ensures that the local authority, as a partner of the Stoke-on-Trent Adults Strategic Partnership, will continue to put adults, carers and families at the heart of everything we do. We will ensure that services are properly planned, resourced and effectively targeted in order to support all of our adults living in our city, in particular the most vulnerable.

The plan will contribute towards the priorities in the Health and Wellbeing Strategy:

- Increase breastfeeding
- Make healthy weight the norm
- Reduce under 18 conceptions
- Control tobacco and reduce smoking
- Reduce alcohol related health harms
- Improve emotional wellbeing and mental health
- Keep older people safe and well

What are the intended outcomes of the policy/function, and what could contribute to/detract from the delivery of these outcomes?

The aim of the plan is to improve outcomes for adults, carers and families across a range of different aspects of their lives, such as their health, wellbeing and safety. It sets out our key priorities and cross-cutting themes that will help us to deliver the plan. By delivering the plan, we intend to improve outcomes for all adults living in the city, with a particular focus on those who are most vulnerable or at risk.

¹ Definition of policy = This can include policies, procedures, guidance, strategies and/or plans

² Definition of function = Broad areas of activity, duties or powers – usually a service or set of services, including services which are provided internally

The plan is being developed in a time of financial uncertainty and reductions in funding; therefore, it is vital that the plans and the targets set are achievable within the resources made available through the local authority and partnership.

For 2016-20, our key priorities for adults:

- Keep older people safe and well
- Improve emotional wellbeing and mental health
- Improve skills and employability (joint priority with the Children and Young People's Strategic Partnership)
- Prepare young people for adulthood (joint priority with Children and Young People's Strategic Partnership)

The plan has been developed with the partnership and in accordance with the 'Brown Principles' of due regard and the general duties of the Public Sector Equality Duty. The views of adults, carers and families have also played a key part in this process.

Partners through the Adult Strategic Partnership Board and wider strategic partnership events have been consulted through partnership planning events and board members have been fully involved in the final sign off of the plan. Partners and other stakeholders are fully committed to continuing to develop and deliver an Adults Plan, therefore no opposition or negative reactions to the plan are expected as consultation has been ongoing.

Who is intended to benefit from this policy/function and how?

Adults, carers and families will benefit from the delivery of this plan, particularly those that may be classed as vulnerable or at risk. Focus will be given to particular groups, such as older people and those seeking employment. Whilst specific focus on particular recognised equality groups may not be obvious, it is recognised that most priorities will have a positive impact on some of these groups (such as adults with multiple complex needs or disabilities, adults from minority ethnic groups and those people in the transition from childhood to adulthood including young people with special educational needs and disabilities and care leavers).

Assessment of Impact

List readily available and/or naturally occurring evidence, including consultations, to support decisions regarding the impact that the policy/function may have on the equality target groups

Our Adults Plan has been developed based on robust evidence from our Joint Strategic Needs Assessment (JSNA). The JSNA is a robust and comprehensive assessment of the needs of our population, with significant detail on adults, children and young people. This enabled us to produce an overview of the findings in an outcomes report for 2015 (available [here](#)).

As stated earlier, there has been significant involvement and consultation with partners involved in delivering these services and with adults themselves.

We have given the general public an opportunity to contribute via a consultation survey hosted the city council's website - there were 131 responses of which 94%+ agreed with the proposed priorities. The feedback was recorded and has been used to develop the final version of the plan.

A second public consultation on the Health and Wellbeing Strategy and supporting Adults Strategic Partnership Plan took place from 28th January 2016 to the 21st February 2016.

An annual report on progress made will be published to assess the impact of the priorities and actions.

If monitoring data is not available for the people who are affected, or are potentially impacted by, the policy/function – please specify the arrangements that will be made to collect this or provide reasons for not doing so

Please see above

Taking into account all the evidence available to you so far indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or potentially be discriminatory. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age		✓		The plan is aimed at adults; with a specific priority on older people (over 65), but also sets aims and objectives that will improve outcomes for other adults and families.
Disability		✓		The plan includes actions to support adults with disabilities and their families so that they can live ordinary lives.
Gender - including transgender and issues relating to pregnancy and maternity			✓	The plan covers all adults, carers and families.
Race/Ethnicity			✓	The plan covers all adults, carers and families and does not discriminate based on race or ethnicity.
Religion or Belief			✓	The plan covers all adults and does not discriminate based on religion or belief.
Sexual Orientation – including issues relating to marriage and civil partnerships			✓	The plan covers all adults and does not discriminate based on sexual orientation.

Are there any concerns about other minority populations (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the function or policy's operation, or who may receive unequal treatment?

There are no concerns about any additional minority populations as the main focus of the plan is to reduce inequalities between vulnerable groups and their peers.

The plan has a strong focus on improving the lives of vulnerable adults and older people as these two groups of adults are more likely to be at risk of poor health and wellbeing. Adults seeking to gain employment will also be a key focus of the plan as well as improving the transition of young people from childhood to adulthood.

If an adverse negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or any other reason?

Not applicable

Does the policy or function directly discriminate against any section of the community?

Yes	No	Comment
	✓	

Does the function or policy indirectly discriminate against any section of the community?

Yes	No	Comment
	✓	

Should this function or policy proceed to a full Equality Impact Assessment?

Yes	No
	✓

If a full EIA is not required:

Could you minimise or remove any potential negative impact identified? (Explain how)

The assessment has not revealed any potential negative impact.

Signed (lead officer): Steven Norcop

Signed (lead manager): Richard Skellern

Date: 4 April 2016

Full Equality Impact Assessment

Planning a full equality impact assessment

Begin by recalling:

- your function or policy purpose and scope
- who will benefit or be affected by the policy or function (the target population)?
- who might be the excluded or marginalised groups within the target population?

Could you minimise or remove any potential negative impact identified? (Explain how)

The assessment has not revealed any potential negative impact. The plan is in place to improve outcomes for all adults and carers in Stoke-on-Trent.

Consultation

- Carryout a consultation, that reaches the identified excluded or marginalised groups.
- Ensure all relevant employees and staff support groups are consulted.
- Attach a list of those consulted, together with the responses and any additional evidence.
- Review the consultation in terms of inclusivity and equality by asking:
 - What are the views of those consulted on the contribution that the function or policy makes to equal opportunities and inclusion?
 - Are there any differences in responses between different groups?

Summarise the outcomes here:

What is your assessment, based on all the evidence from the whole process?

Conclusions: Choose between: (*Tick box as appropriate*)

The function or policy has a positive impact on a particular group, groups or individuals	<input type="checkbox"/>
The function or policy has a negative impact on a particular group, groups or individuals	<input type="checkbox"/>

Based on the comments given in the EIA, you should draw up an action plan that highlights all the issues and states how they will be addressed.

The action plan must form a part of your business planning process to ensure an effective outcome.

The completed Equality Impact Assessment must be published on the Council's website.

Ensure feedback is given to those who participated in the consultation.

Signed (lead officer): Richard Skellern

Date: 4 April 2016

I am satisfied that positive/negative impact has been supported with clear evidence and any negative findings have been justified.

I am satisfied that feedback has been given to those who were consulted.

I confirm that the comments will be included in the business planning process.

Comments:

Signed (Service Manager): Kerry Madden

Date: 4 April 2016