

Appendix F - Equality Impact Assessments

Disability Forum infrastructure Initial assessment

What are the proposed outcomes of the policy?

To remove the Disability Forum Manager post, to reflect the establishment of alternative provider forums and provision of support to providers.

Which individuals or groups are most likely to be affected?

Independent Providers of adult social care to those with care and support needs, but there should be no adverse impact as support will continue to be provided through alternative provider forum provision and support channels.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	All age groups
Disabled people	Independent providers provide support to people with care and support needs which are often related to disability or long term health condition
Married couples or those entered into a civil partnership	No specific impact
Pregnant women or women on maternity leave	No specific impact
Particular ethnic groups	No specific impact
Those of a particular religion or who hold a particular belief	No specific impact
Male/Female	The prison has both male and female inmates
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No specific impact
Sexual orientation	No specific impact

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

No specific impact

Has the policy been explained to those it might affect directly or indirectly?

Not applicable

Can any differences be justified as appropriate or necessary?

Not applicable

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Continue to monitor effectiveness of alternative provider forums and support channels.

Policy review date	
Assessment completed by	
Date Initial EqIA completed	
Signed by Head of Service	

Public Health - Falls Prevention funding

Initial assessment

What are the proposed outcomes of the policy?

The outcome is to create a £43,500 saving for the Council through a change in the source of funding allocated to the Everyone Health Integrated Lifestyles contract for the falls prevention service in 2020/21, from the Better Care Fund (BCF) to the public health grant.

Which individuals or groups are most likely to be affected?

Older people (65+ years) will continue to receive the same falls prevention health trainer service as a result of the funding being maintained, albeit from a different funding source. Therefore, no additional positive or negative impact to older people is anticipated by the continued delivery of this service.

The new source of the funding allocation is the Public Health grant. The funding was already included in the Integrated Lifestyles contract to provide capacity for the health trainer service to respond to demand. Therefore, no impact is anticipated on other areas of the service.

The savings to the BCF, and subsequently to adult social care, are expected to help support the savings required this year by Cambridgeshire County Council. The savings are not expected to be used directly towards another service or innovation, but will help support the continued delivery of critical core services identified by ASC. Therefore no groups or individuals will benefit directly but older adults and adults with disabilities and social care needs may benefit indirectly.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Possible indirect positive impact through Adult Social Care (as above)
Disabled people	Possible indirect positive impact through Adult Social Care (as above)
Married couples or those entered into a civil partnership	None
Pregnant women or women on maternity leave	None
Particular ethnic groups	None
Those of a particular religion or who hold a particular belief	None
Male/Female	None

Those proposing to undergo, currently undergoing or who have undergone gender reassignment	None
Sexual orientation	None

What information is available to help you understand the effect this will have on the groups identified above?

Client group of CCC adult social care.

Who will be the beneficiaries of the policy?

Older adults and adults with disabilities may benefit indirectly

Has the policy been explained to those it might affect directly or indirectly?

No, this specific change has not been explained as the benefits will be indirect and therefore non-specific and difficult to communicate. It is expected that Adult Social Care will communicate with service users at key points about collective changes undertaken by the Council to manage the deficit and maintain adult social care service delivery. This change will be a part of that.

Can any differences be justified as appropriate or necessary?

Yes – the Better Care Funding is to support health and social care including priority groups such as older people and disabled people.

Are any remedial actions required?

None

Once implemented, how will you monitor the actual impact?

No specific monitoring of the change is anticipated (Falls Prevention service is performance managed). Again, adult social care will consider the impact of any service changes to meet the needs of the population.

Policy review date	
Assessment completed by	Helen Tunster
Date Initial EqIA completed	13/10/2020
Signed by Head of Service	

Reduction of post - Financial Assessment Officer

Initial assessment

What are the proposed outcomes of the policy?

To reduce the staffing establishment providing financial assessment as a result of the implementation of an electronic module within the care record system and the resulting decrease in staffing capacity required to deliver the service.

Which individuals or groups are most likely to be affected?

Financial assessments are carried out for people receiving long term care and support funded in whole or in part by the Council. Generally these are people with long term disabilities or health conditions, aged 18 and over.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	All age groups
Disabled people	The service supports people with care and support needs which are often related to disability or long term health condition
Married couples or those entered into a civil partnership	No specific impact
Pregnant women or women on maternity leave	No specific impact
Particular ethnic groups	No specific impact
Those of a particular religion or who hold a particular belief	No specific impact
Male/Female	No specific impact
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No specific impact
Sexual orientation	No specific impact

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

No specific impact

Has the policy been explained to those it might affect directly or indirectly?

Not applicable

Can any differences be justified as appropriate or necessary?

Not applicable

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Continue to monitor demand against capacity of the service

Policy review date	
Assessment completed by	
Date Initial EqIA completed	
Signed by Head of Service	

Reduction of post- Prison Early Support Worker

Initial assessment

What are the proposed outcomes of the policy?

To reduce the staffing establishment providing statutory support into the prison, to reflect a review of the operating model and the subsequent reduction in capacity.

Which individuals or groups are most likely to be affected?

Prisoners with care and support needs, are the clients for the service, but there should be no adverse impact as support will continue to be provided to meet the demand.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	All age groups
Disabled people	The service supports people with care and support needs which are often related to disability or long term health condition
Married couples or those entered into a civil partnership	No specific impact
Pregnant women or women on maternity leave	No specific impact
Particular ethnic groups	No specific impact
Those of a particular religion or who hold a particular belief	No specific impact
Male/Female	The prison has both male and female inmates
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No specific impact
Sexual orientation	No specific impact

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

1. No specific impact

Has the policy been explained to those it might affect directly or indirectly?

Not applicable

Can any differences be justified as appropriate or necessary?

Not applicable

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

1. Continue to monitor demand against capacity of the service

Policy review date	
Assessment completed by	
Date Initial EqIA completed	
Signed by Head of Service	

Public Health – Removal of Head of Public Health Intelligence post

Initial assessment

What are the proposed outcomes of the policy?

Removal of the Cambridgeshire and Peterborough Assistant Director of Public Health Intelligence post from the joint Public Health team establishment. The joint C&P Public Health Intelligence Team will be managed directly by the Deputy Director of Public Health for Peterborough.

Which individuals or groups are most likely to be affected?

Post-holder made redundant from Cambridgeshire County Council. This results in a saving for Peterborough City Council, which was historically recharged for a proportion of this post.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	X
Disabled people	X
Married couples or those entered into a civil partnership	X
Pregnant women or women on maternity leave	X
Particular ethnic groups	X
Those of a particular religion or who hold a particular belief	X
Male/Female	X
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	X
Sexual orientation	X

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Other public health grant eligible services will benefit from funding made available through the saving

Has the policy been explained to those it might affect directly or indirectly?

Public health directorate staff, including the post-holder, were consulted on the realignment of PH directorate staff which resulted in this redundancy.

Can any differences be justified as appropriate or necessary?


There is no differential impact on specific equalities groups.

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Ongoing review of staffing capacity vs delivery requirements for the public health intelligence team.

Policy review date	31.3.2022
Assessment completed by	Liz Robin
Date Initial EqIA completed	12.10.20
Signed by Head of Service	

Brown Bin Fee Increase

Initial assessment

What are the proposed outcomes of the policy?

It is proposed to increase the current chargeable garden waste service from £45 - £50 and all subsequent bins to £25 per year, we will continue to offer a direct debit option split over 3 instalments.

Which individuals or groups are most likely to be affected?

None

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

PCC

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Sign up numbers will be monitored

Policy review date	
Assessment completed by	James Collingridge
Date Initial EqIA completed	12/10/2020
Signed by Head of Service	

Housing Needs Service- Temporary Accommodation Management

Initial assessment

What are the proposed outcomes of the policy?

- Housing Needs Service Transformation
- To make the housing needs service more aligned to preventing homelessness
- To integrate Thinking Communities principles into the service and reduce time spent gathering data to focus resources on advice and prevention work
- To provide digital access channels for clients that provides updates and can be tailored to meet client requirements including access for people with special needs and other languages
- To reduce homelessness
- To improve service standards
- To provide an improved customer journey
- Improved services
- Reduce costs
- Improved policies and procedures
- Better access for people with special needs or different languages

Which individuals or groups are most likely to be affected?

Temporary accommodation clients include some of the most vulnerable in our society. They have all been impacted by the trauma of being made homeless and clients can often also have other indicators of deprivation or vulnerability.

This service will also serve the needs of the gypsy and traveler communities living at the two sites in the city.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Disabled people	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services

Married couples or those entered into a civil partnership	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Pregnant women or women on maternity leave	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Particular ethnic groups	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Those of a particular religion or who hold a particular belief	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Male/Female	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services
Sexual orientation	The changes proposed are intended to improve the service for clients and reduce the number of households who are made homeless in the City. The

	<p>service redesign will focus on improving our services to all clients and improved outcomes for all our clients. Improvement in service standards. New ways to access our services</p>
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What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

This policy will be of benefit to all clients. This is a service improvement process and will focus on identifying opportunities to improve the customer journey, increase accessibility and widen the choice of ways people can engage with the service.

Has the policy been explained to those it might affect directly or indirectly?

The projects are in early stage, but part of the process will be to consult with partner agencies to shape the final service model. We will also then communicate with our clients and the wider public to explain the new way of working and seek views before final implementation.

Can any differences be justified as appropriate or necessary?

These will be positive changes that should not have an adverse impact on any client group.

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

We will monitor the data to identify any signs of inequality in our service delivery and will seek feedback from clients about their experience of engaging with the service.

Policy review date	
Assessment completed by	Mohamed Hussein
Date Initial EqIA completed	12 October 2020
Signed by Head of Service	

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