

APPENDIX

EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Warwickshire Employment Support Team (WEST)

Equality Impact Assessment/ Analysis (EqIA)

Group	People
Business Units/Service Area	Early Help and Targeted Support
Plan/ Strategy/ Policy/ Service being assessed	WEST
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New review of existing services (OOP savings)
EqIA Review team – List of members	Elaine Coates, Annette Skermer
Date of this assessment	First assessment – July 15 Updated assessment – March 16 Second update – May 16
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	Potentially, yes. Removal or reduction in service could trigger complaints
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																													
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)					
State the Function/Policy /Service/Strategy being assessed:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
WEST - public	✓					✓	✓					✓			✓	✓					✓			✓			✓			✓
WEST - staff	✓					✓	✓					✓			✓	✓					✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how.																									YES					
All customers are vulnerable (LD and Autism). This group has lower levels of employment than the wider population.																														
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																									YES					
All customers will have a carer who may be negatively affected if the service is removed.																														

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The purpose of the WEST team is to help find people full and part-time employment by providing:</p> <ul style="list-style-type: none"> • expertise on disability employment and benefit issues; • personal profiling and job matching; • developing the skills people need for employment; and • on-going support to employees and employers. <p>The service is required to make substantial savings as part of the medium term financial plan, which includes the full budget for the operation of the service.</p>
(2) How does it fit with Warwickshire County Council’s wider objectives?	<p>Corporate outcomes</p> <ul style="list-style-type: none"> • Our economy is vibrant, residents have access to jobs, training and skills development: <ul style="list-style-type: none"> ○ Our economy provides quality jobs and unlocks entrepreneurship ○ Our young people are supported to meet their needs and aspirations ○ Our residents learn throughout their lives, are skilled and ready for employment and fulfil their potential • The health and wellbeing of all in Warwickshire is protected <ul style="list-style-type: none"> ○ Our residents enjoy an enhanced quality of life • Resources and services are targeted effectively and efficiently whether delivered by the local authority, commissioned or in partnership <ul style="list-style-type: none"> ○ The council’s budget remains balanced and resources are managed effectively ○ High quality needs based public services are deployed effectively and efficiently no matter how they are provided ○ Risk and change is managed effectively

<p>(3) What are the expected outcomes?</p>	<p>The current outcome for the WEST team are:</p> <ul style="list-style-type: none"> • Increased employment rates among adults with LD and autism • Improved health and wellbeing for customers <p>The full impact of the proposed decommissioning of the service on service users will be informed by the consultation; however opportunities will be sought to source alternative avenues of support wherever possible.</p> <p>Statutory duties regarding information and advice about the availability of employment support for disabled adults under the Care Act 2014 will be met through alternative delivery.</p>
<p>(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)</p>	<p>Under the Equality Act 'Disability' is a protected characteristic and is defined at s.6 of the Act as a physical or mental impairment that has substantial and long term adverse effect on the ability to carry out normal day to day activities. Mental impairments may include mental health conditions (e.g. depression), learning disability (eg Autism) and learning difficulties (e.g. Dyslexia).</p> <p>Services are targeted and support adults with a learning disability, autism or Asperger's.</p>
<p><u>Stage 2 - Information Gathering</u></p>	
<p>(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?</p>	<ul style="list-style-type: none"> • National guidelines, benchmarking (ASCOF), data and research. • British Association for Supported Employment (BASE) • Joint Strategic Needs Assessment (JSNA) • Countywide data provided by Warwickshire Observatory • Ofsted Inspections • Job centre and DWP information <p>Local information can be gathered from the following sources:</p> <ul style="list-style-type: none"> • Service delivery data, both local and county statistics • Customer feedback
<p>(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?</p>	<p>Formal local consultation is being undertaken on the proposal to close the service. Specific arrangements are being made to ensure this is accessible to current and potential WEST customers.</p> <p>Information has also been gained from consultations on the learning disability statement of intent and the all age autism strategy, which are both highly relevant.</p>

(3) Which of the groups with protected characteristics have you consulted with?	We will be consulting with service users and potential service users, their parents and carers, employers of current service users and other related services supporting adults with LD, autism or Asperger's on this proposal.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	<p style="text-align: center;">RACE</p> <p>BME communities have lower rates of identification of LD compared with the England average, however rates of identification are higher (especially of severe forms) among people with Bangladeshi or Pakistani heritage - however the population is small in Warwickshire.</p> <p>There is no known negative impact from any of the options presented.</p>	<p style="text-align: center;">DISABILITY</p> <p>The current service is exclusively used by adults with LD, autism or Asperger's. We know that employment rates for this group are significantly lower than the general population.</p> <p>8 staff have disabilities</p> <p>Closure of the WEST service would adversely affect adults with LD, autism or Asperger's.</p>	<p style="text-align: center;">GENDER</p> <p>Approximately 60% of people with a learning disability in Warwickshire are expected to be male. Autism is also more common among males.</p> <p>Closure of the WEST service would adversely affect more male customers.</p> <p>The majority of current WEST staff are female (8 out of 10)</p> <p>Closure of the WEST service would adversely affect more female staff members.</p>
	<p style="text-align: center;">MARRIAGE/CIVIL PARTNERSHIP</p> <p>There is no known negative impact from any of the options presented.</p>	<p style="text-align: center;">AGE</p> <p>69.7% of people with a learning disability are estimated to be between 18 and 64 years of age. WEST customers are across this whole age range.</p> <p>Closure of the WEST service would adversely affect people of working age.</p>	<p style="text-align: center;">GENDER REASSIGNMENT</p> <p>There is no known negative impact from any of the options presented.</p>

	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
(2) If there is an adverse impact, can this be justified?	There is no known negative impact from any of the options presented.	Research has shown that the number of people with LD who are having children is increasing. No current customers are affected.	There is no known negative impact from any of the options presented.
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	<p>WCC would continue to meet statutory duties relating to information and advice through alternative means, such as the LD hubs. WEST is a non-statutory service.</p> <p>WCC must make savings of around £92million by 2018. In order to realise the necessary savings as part of the One Organisation Plan the WEST team would need to be decommissioned. If the service is not decommissioned and does not make these savings other more essential services would be negatively impacted on.</p>		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	<p>As part of the proposed service closure we would seek to ensure employment support is part of all contracts for services supporting adults with LD, autism or Asperger's</p> <p>Current WEST service: This service promotes equality in access to employment and supported employment for adults with a learning disability, Autism or Asperger's. WEST also liaises with Employers to raise awareness of the benefits of employing a learning disabled, Autistic or Asperger's adult both from an equality and business perspective and provides practical support to support WEST customers and Employers to overcome equalities concerns.</p> <p>As part of the proposed service closure we would seek to ensure promotion of equality is part of all contracts for services supporting adults with LD, autism or Asperger's</p>		

<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>Current WEST service: WEST carry out an ongoing range of activities aimed at the promoting good relations between a variety of groups involved in the 'supply chain' of support to vulnerable adults. These include statutory stakeholders, families, educational providers and businesses.</p> <p>As part of the proposed service closure we would seek to ensure promotion of good relations is part of all contracts for services supporting adults with LD, autism or Asperger's</p>
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>The county of Warwickshire is a mix of rural and urban, which can present transport problems for customers who live in some of the small villages with no public transport. We can use 'access to work' when the customer finds a job but not to access the WEST service in order to support customers to prepare for work. Public transport is used where available.</p> <p>If the proposed closure of WEST goes ahead the remaining employment support available through the LD hubs, job centres and other local voluntary sector organisations would face similar challenges.</p>
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>Current WEST service: WEST aims to unlock potential and so positively impact on health, wellbeing and economic prospects of its customers. Businesses also thrive having a positive impact on our customers and society.</p> <p>New customers can be very depressed, over/under eating and low self-esteem making them more vulnerable in society. Working gives our customers an extremely positive boost to be an active part of society. The importance of this has been validated through extensive research whereby customers are known to experience key factors associated with health inequalities.</p> <p>The proposed closure of the service and subsequently all activities geared to maintain the education, training and successful employment outcomes would represent a potentially significant and negative consequence for the health and wellbeing of our customers and their families who rely on WEST to provide practical support to improve life chances.</p>

<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<p>Current WEST service: WEST aims to support adults with LD, Autism and Asperger's to overcome disadvantages associated with adverse health, provide specialist support and through positive outcomes (training/employment) improve health and well-being. Health action planning linked to person centred employment support is an important feature of the WEST service.</p> <p>As part of the proposed service closure we would seek to ensure promotion of equality is part of all contracts for services supporting adults with LD, autism or Asperger's.</p>
<p>(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	<p>Current WEST service: WEST supports adults with LD, Autism and Asperger's to live active lives and therefore reduces the likely need for additional health services. Employment is known to enhance mental health and wellbeing.</p> <p>Closure of the service would be likely to increase the number of customers seeking to access health services as their health and wellbeing would be adversely affected by the withdrawal of support to gain or sustain employment.</p> <p>As part of the proposed service closure we would seek to ensure promotion of health and wellbeing is part of all contracts for services supporting adults with LD, autism or Asperger's.</p>
<p>(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?</p>	<p>Current WEST service: WEST plays a proactive role in liaising with statutory partners and others to manage health inequalities. It is observed that there is a beneficial and tangible link between customers once referred to WEST who enjoy better mental health due to an optimistic life and work outlook. This service therefore makes a positive contribution to reducing health inequalities.</p> <p>Health inequalities are likely to increase between adults with LD, Autism and Asperger's and the wider population due to the loss of support to access employment which will negatively affect health outcomes.</p>

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Develop consultation plan	Peter Hatcher Elaine Coates	June 16		
Review proposal in the light of the consultation	Peter Hatcher	Sept 16		
Review EQIA after consultation	Elaine Coates	Sept 16		
Review all contracts for adults with LD, Autism and Asperger's to ensure they maximise support.	Becky Hale	Dec 16		

(2) Review and Monitoring
State how and when you will monitor policy and Action Plan

Please annotate your policy with the following statement:

‘An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).