

# Equality Impact Assessment Template

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

<b>1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN</b>	
<b>Name of function/policy/plan to be assessed</b>	Community Equipment Service – Provision of Small Items
Service/service area responsible	Orkney Health and Care, Adult Services
Name of person carrying out the assessment and contact details	Caroline Sinclair, Extn 2616
Date of assessment	10 October 2011
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Transition towards cessation of an aspect of service provision
<b>2. INITIAL SCREENING</b>	
What are the intended outcomes of the function/policy/plan?	To work towards the cessation of provision of an aspect of the community equipment service through a planned transition away from direct service provision of small items (items of a value approx £10 or under) that may be useful or supportive but are not assessed as essential aspects of health or social care provision, to a signposting service that directs people to appropriate alternative local provision, or on line or catalogue provision, where these items can be readily purchased. The transition plan included promoting awareness of the potential market with local businesses and third sector agencies and undertaking a low level of consultation with service users.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	Any person who in future may wish to access the small items currently provided free of charge will instead have to purchase the item themselves from an appropriate local business or on line of catalogue service. Service users will be sign posted to these outlets.

	<p>This impact may be seen as negative as it will incur additional cost for the individual. Individuals may be older people who are physically frail or people of any age with physical difficulties or disabilities. There are also positive aspects of the proposals in that service user choice locally will be increased.</p> <p>Local businesses and third sector agencies may benefit from the proposals in that they will be made aware of a potential additional local market for sales, which may in turn increase their business portfolio and profile, and profits.</p>
<p>How have stakeholders been involved in the development of this function/policy/plan?</p>	<p>Service users who attend the Selbro open drop in sessions have been consulted on a random sampling basis.</p> <p>Stakeholders have been made aware of the proposed development through the Community Equipment Service, Service Review Group.</p> <p>Local businesses including third sector agencies have been made aware by a mail shot and advertisement, and the option to drop in to a local businesses open event held at Selbro resource centre on 4 October 2011.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>There is no specific data in this area however the model that is currently in operation locally, whereby the equipment in question is provided directly by a statutory service, free of charge, is not generally seen in mainland authorities. Instead, services maintain a demonstration range at drop in or other publicly available sites, and operate a signposting service to local businesses and on line and catalogue services.</p> <p>The reasoning is that the equipment in question is not essential health or social care provision and therefore there is no requirement for it to be directly provided.</p> <p>This is the model that is proposed for development locally.</p> <p>Information that has been provided by the Scottish Government Joint Improvement team as part of the support they are providing to the wider community equipment service review that is underway locally supports this.</p> <p>The community occupational therapy team have indicated that service users who access the service at present are frequently surprised to find that it is still provided directly and free of charge. This would indicate that many people understand and accept that services of this nature are not a realistic expectation at present.</p> <p>More recent consultation work has been carried out with a random sample of members of the public</p>

	accessing the Selbro open drop in sessions. People have indicated that they do not expect to continue to receive these small items free of charge and are willing to pay themselves for items of equipment up to around £10 per item.
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by race or ethnic group.
2. Sex: a man or a woman	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by gender.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by sexual orientation.
4. Gender Reassignment: the process of transitioning from one gender to another	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by gender reassignment.
5. Pregnancy and maternity	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by pregnancy or maternity issues.
6. Age: people of different ages	Yes. Older people are one of the service user categories that most often access the community equipment service, including the small items outlined in this proposal. As people age they are more likely to experience the types of conditions that make it more difficult for them to manage their activities of daily living without some assistance. Conditions such as arthritis and other joint problems, stroke and general frailty increase therefore older people make up a significant percentage of the service user demographic. Older people are therefore proportionally more affected by this change than people of other ages. However, as the equipment that is part of this proposal is not essential health or social care equipment the impact is not anticipated to be significant. The effect should also be mitigated to some extent because the types of equipment that are affected by these proposals are low cost therefore the cost factor may not be seen as overly prohibitive. Service users themselves have over time indicated surprise that the service continues to be provided directly and free of charge. This would indicate that the impact of the change may be limited. The service users who were directly consulted about the change also indicated a willingness to pay up to around £10 per item themselves for small items of equipment. This covers the majority of items being considered under

	this change.
7. Religion or beliefs or none (atheists)	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by religion or other beliefs.
8. Caring responsibilities	Potentially. If service users choose not to purchase equipment due to cost, there may be some knock on effect on the types of support that they subsequently require from carers. However, as the equipment that is part of this proposal is not essential health or social care equipment the impact is not anticipated to be significant. Impact on carers is likely to be primarily associated with ease of activities of daily living eg opening jars etc. The effect should also be mitigated to some extent because the types of equipment that are affected by these proposals are low cost therefore the cost factor may not be seen as overly prohibitive. Service users themselves have over time indicated surprise that the service continues to be provided directly and free of charge. This would indicate that the impact of the change may be limited. The service users who were directly consulted about the change also indicated a willingness to pay up to around £10 per item themselves for small items of equipment. This covers the majority of items being considered under this change.
9. Marriage and Civil Partnership	No, the policy applies equally to all potential equipment service users. Access to the service is not affected by marital or civil partnership status.
10. Disability: people with disabilities (whether registered or not)	Yes. People with disabilities are one of the service user categories that most often access the community equipment service, including the small items outlined in this proposal. People with disabilities are more likely to have the types of conditions that make it more difficult for them to manage their activities of daily living without some assistance. Conditions affecting the joints, muscles, range of movement, and conditions affecting coordination therefore people with disabilities make up a significant percentage of the service user demographic. People with disabilities are therefore proportionally more affected by this change than people without disabilities. However, as the equipment that is part of this proposal is not essential health or social care equipment the impact is not anticipated to be significant. Impact on carers is likely to be primarily associated with ease of activities of daily living eg opening jars etc. The effect should also be mitigated to some extent because the types of equipment that are affected by these proposals are low cost therefore the cost factor may not be seen as overly prohibitive. Service users themselves have over time indicated surprise that the service continues to be provided directly and free of charge. This would indicate that the impact of the change may be limited. The service users who were directly consulted about the change also indicated a willingness to pay up to

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<b>3. IMPACT ASSESSMENT</b>	
Does the analysis above identify any differential impacts which need to be addressed?	There is likely to be a greater impact on older people and people with disabilities. There may also be an impact on people with a caring role.
How could you minimise or remove any potential negative impacts?	<p>Due to the nature of the proposals, it is not possible to remove the potential negative impact. The impact can however be minimised to some extent through the provision of clear and appropriate signposting and advice about appropriate types of equipment to purchase. This will be supported by the ongoing provision of demonstration equipment at the Selbro drop in and resources centre. Where the provision of a small item of equipment is a necessary health care matter eg following hip replacement surgery, as opposed to a non essential matter ie a matter of preference and ease, the service will continue to be provided directly and without charge.</p> <p>In addition, staff from the community equipment service routinely sign post people to agencies that can assist with income maximisation through access to appropriate benefits, or assist directly where this is appropriate. This may limit the impact of the changes.</p> <p>Another potentially mitigating factor is the proposal in the report to the Board to provide a 'gift' of equipment and display material of a value up to £1750 to Orkney Disability Forum to assist them in their move towards the establishment of a local 'disability shop'. The establishment of such a local service via an appropriate 3<sup>rd</sup> sector agency would provide a clear service for sign posting towards and an accessible local alternative service for people to access.</p> <p>While the change may be seen as less than desirable overall, it is still a positive development in terms of reviewing services to ensure that they are focussing their efforts on essential and front line service delivery. It is part of the Council's 'Tough Times Tough Choices' agenda which is aimed at stabilising the Council's financial situation and ensuring properly prioritised and sustainable services. The Council has a legal duty to continue to provide its core statutory services and can no longer afford to provide additional non core services of this nature. Robust planning has taken place in relation to this proposed change, working in partnership with the local 3<sup>rd</sup> sector, to minimise the impact and it is recommended that the plans continue to be progressed.</p>
Do you have enough information to make a judgement? If no, what	Yes, progress with the plans as set out in the report to

information do you require?	Committee.
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<b>4. CONCLUSIONS AND PLANNED ACTION</b>	
Is further work required?	Yes, if the proposals are approved by OHAC Board
What action is to be taken?	Arrangements to be put in place at Selbro to sign post service users to suitable alternative equipment providers.  Start up 'gift' of small items and display material for Orkney Disability Forum.
Who will undertake it?	Community Equipment Service
When will it be done?	Following Board decision, completed by end of financial year 2011 - 2012
How will it be monitored? (e.g. through service plans)	Through the Community Equipment Service, Service Review Group work plan

Signature

Date 10 October 2011

Name Caroline Sinclair

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**Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.**