

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.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Day Care Meal Charges – changes to charging structure
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	27 May 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Changes to an existing charging approach

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To rationalise the charges to service users for meals in day centres
State who is, or may be affected by this function/policy/plan, and how	Service users who use day care services in older people's services and services for people with physical or learning disabilities. By being charged in a fairer way for meals in day centres.
How have stakeholders been involved in the development of this function/policy/plan?	Stakeholders have not been involved in the development of the proposal. This was not felt to be necessary.
Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.	Charging for meals in day centres is a matter of Council charging policy and increases are undertaken annually. Currently, service users are charged £4.75 for a day

e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)	<p>centre meal. This cost has been in place since 29 April 2012. However, the charge refers to the cost to the service user of receiving a three course meal.</p> <p>Not all day care services provide three courses and not all service users choose to have three courses. There is not an agreed charging approach for these circumstances. Service users pay the full cost irrespective of the number of courses that they are able to or choose to receive. The current approach is therefore felt to be inequitable. The proposed changes seek to address an existing identified inequality.</p> <p>The report recommends that a charge of £4.00 is introduced for day care service users who are only offered or only wish to have two courses and that a charge of £2.00 is made for either a serving of soup or dessert alone. The charge remains at £4.75 for a three course meal.</p> <p>This is the same charging framework that is already applied to staff who purchase meals from services.</p>
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 change applies equally to all potential service users. Access to the service is not affected by race or ethnic group.
2. Sex: a man or a woman	No, the change applies equally to all potential 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 change applies equally to all potential 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 change applies equally to all potential service users. Access to the service is not affected by gender reassignment status.
5. Pregnancy and maternity	No, the change applies equally to all potential 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 day care services. They are currently proportionally more affected by the identified inequality than other groups. The proposals set out in the paper seek to address this inequality.
7. Religion or beliefs or none (atheists)	No, the change applies equally to all potential service users. Access to the service is not affected by religion

	or beliefs.
8. Caring responsibilities	Yes, potentially. People with caring responsibilities are more likely to make use of the day centres for respite care for the person they care for and are therefore more likely to have the inequitable costs identified in the paper passed on to them than people in other groups. The proposals set out in the paper seek to address this inequality.
9. Marriage and Civil Partnership	No, the change applies equally to all potential 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 day care services. They are currently proportionally more affected by the identified inequality than other groups. The proposals set out in the paper seek to address this inequality.

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	The paper seeks to address an inequality that has already been identified.
How could you minimise or remove any potential negative impacts?	As above
Do you have enough information to make a judgement? If no, what information do you require?	yes

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	no
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans)	The charging approach will hereafter be updated annually in line with other changes to charging and the impact will be monitored as part of that process.

Signature

Date 27 May 2012

Name CAROLINE SINCLAIR
(BLOCK CAPITALS)

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.