



# Equality Impact Assessment

Preliminary assessment form v5 / 2013

[www.portsmouth.gov.uk](http://www.portsmouth.gov.uk)

The preliminary impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies which require a full EIA by looking at:
  - negative, positive or no impact on any of the equality groups
  - opportunity to promote equality for the equality groups
  - data / feedback
- prioritise if and when a full EIA should be completed
- justify reasons for why a full EIA is not going to be completed

**Directorate:**

Director of Adult services

**Function e.g. HR,  
IS, carers:**

Transformation

**Title of policy, service, function, project or strategy (new or old) :**

Transforming Adult Social Care

**Type of policy, service, function, project or strategy:**

- Existing
- New / proposed
- Changed

## **Q1 - What is the aim of your policy, service, function, project or strategy?**

Adult Social Care is an increasingly high profile area of local authority business. There is acknowledgement at national level that social care is under increasing pressure, for a variety of reasons, including increasing demand; and that the quality of the social care system is critical to ensuring the health services remain viable in the medium to long term. In Portsmouth, there is a potential funding opportunity to support transformational change.

This paper sets out the vision for the service in the short to medium term, the overall strategy for achieving financial sustainability, and the process for developing and implementing transformational change.

There is an extensive legal framework around social care, setting out the obligations of the authority to its vulnerable residents. However, we are clear that when working with people we need to ensure that we are helping them to achieve the outcomes they want - so we are defining our purpose as "helping people live the life they want to live, in the way they want to live it."

If we are to deliver on this purpose, then by 2020, we want adult social care in Portsmouth to be:

- delivering individual services to people that meet their needs and help them achieve the outcomes they want to achieve, and keep them safe;
- working in a way that recognises the strengths that people have, and have access to in their networks and communities - and draws on these to meet their needs;
- working efficiently and responsively, centred around the needs of the customers; and
- financially stable and sustainable.

## **Q2 - Who is this policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?**

The anticipation is that the development of transformational projects in support of social care in the city will benefit residents by supporting better outcomes through improved services and responses; and businesses by supporting a better relationship with service providers. The criteria for support being made available from the fund are that there is:

- a. an overall fit with the blueprint for social care - all proposals must demonstrate how they will support achievement of the blueprint for social care:
  - o Reshaping the workforce
  - o Changing the approach to people in receipt of a service (efficiency, personalised services, choice)
  - o Managing demand (early intervention, care technology, IAG)
  - o Integrated services and continuity of care
  - o New models of care
  - o Developing relationship with external partners
  - o Reducing the costs of service delivery to ensure that it is an affordable and sustainable service.
- b. Compliance with national conditions of grant usage local care systems.
- c. Deliverability
- d. Sustainability
- e. Scalability - for small schemes or pilots, scalability and viability need to be demonstrated
- f. Cost avoidance - proposals should avoid costs

g. Evidence base - what is the evidence base for the proposal that gives confidence that that the benefits will be achieved?

h. Potential for further transformation - would the project enable further transformation?

i. Whole-system approach - schemes need to demonstrate that they are part of an inter-related model of care and show consideration of the impact on the whole system (health, care, housing etc).

j. Evaluation - how will the impact of the scheme be evidenced and evaluated (with particular reference to the BCF metrics of reducing admissions to residential homes, the effectiveness of reablement and delayed transfers of care).

**Q3 - Thinking about each group below, does, or could the policy, service, function, project or strategy have a negative impact on members of the equality groups below?**

Group	Negative	Positive / no impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Transgender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other excluded groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**If the answer is "negative" or "unclear" consider doing a full EIA**

**Q4 - Does, or could the policy, service, function, project or strategy help to promote equality for members of the equality groups?**

Group	Yes	No	Unclear
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Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other excluded groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If the answer is "no" or "unclear" consider doing a full EIA

**Q5 - Do you have any feedback data from the equality groups that influences, affects or shapes this policy, service, function, project or strategy?**

Group	Yes	No	Unclear
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other excluded groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If the answer is "no" or "unclear" consider doing a full EIA

**Q6 - Using the assessments in questions 3, 4 and 5 should a full assessment be carried out on this policy, service, function or strategy?**

yes  No

**Q7 - How have you come to this decision?**

This is a high-level framework for allocation of funds and detailed appraisals of projects will set out the implications for key groups. At this development stage, there are no identified negative impacts for the protected groups, and a number of positive direct and indirect impacts, particularly around age, gender and income expected, given the criteria for projects to receive funding. It is expected that as individual projects within the framework progress, these will be subject to individual equalities impacts assessments to ensure that there are no negative impacts, and indeed that positive impacts are maximised.

If you have to complete a full EIA please contact the Equalities and diversity team if you require help  
Tel: 023 9283 4789 or email:equalities@portsmouthcc.gov.uk

**Q8 - Who was involved in the EIA?**

Kelly Nash, Corporate Performance Manager, PCC

**This EIA has been approved by:** Innes Richens

**Contact number:** 023 9289 9500

**Date:** 2nd June 2017

Please email a copy of your completed EIA to the Equality and diversity team. We will contact you with any comments or queries about your preliminary EIA.

Telephone: 023 9283 4789

Email: equalities@portsmouthcc.gov.uk