

Equality Impact Assessment (EqIA) Screening Template

Proposal/Brief Title: Adults LD Strategy

Date: 6th November 2019

Type of strategy, policy, project or service

Please tick one of the following:

- Existing
- New or proposed**
- Changing, update or revision
- Other (please explain)

This report was created by

Name Sue Darker

Job Title LD Model Project Manager

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Briefly describe the aims and objectives of the proposal

To agree the newly developed five year strategy for adults with a learning disability with and without autism

What outcomes do we want to achieve?

To create an enabling model of supports for adults with a learning disability. Create a partnership working environment where communities along with services play a positive part in making the lives of people with a learning disability more strength based, with as much independence and choice as possible.

Screening Questions	Yes	No	Please explain your answer
Does this proposal plan to withdraw a service, activity or presence?		No	
Does this proposal plan to reduce a service, activity or presence?		No	
Does this proposal plan to introduce, review or change a policy, strategy or procedure?		Yes	No change in policy, a new strategy 2019-2022
Does this proposal affect service users and/or customers, or the wider community?		Yes	It is proposed to adapt services to create a different way of offering support, whilst encouraging the wider communities to participate.
Does this proposal affect employees?		Yes	Employees will be required to adapt their practice to ensure that all facets of the strategy are delivered
Will employees require training to deliver this proposal?		Yes	A programme of training and coaching is in train to help staff to adapt their practice
Has any engagement /consultation been carried out?		Yes	With users of service, families and carers and with staff.
Are there any concerns at this stage which indicate that this proposal could have negative or unclear impacts on any of the group (s) below? (*protected characteristics)			
Groups	Yes	No	Comments
Age*		No	
Disability*		No	
Gender Reassignment*		No	
Pregnancy & maternity*		No	
Race & Ethnicity*		No	
Religion & Belief*		No	
Sex*		No	
Sexual Orientation*		No	
Marriage & Civil Partnership*		No	
Carers		No	
Rural isolation		No	
Single parent families		No	
Poverty (social & economic deprivation)		No	

Military families / veterans		No	
Gender identity		No	
<p>As a result of this screening, is an EqIA required? (If you have answered yes to any of the screening questions or any of the group (above), a full EqIA should be undertaken)</p>			
<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Briefly explain your answer</p>			
<p>EqIA Screening Sign off</p>			
Officer completing this Screening Template	Sue Darker	Date	6 th November 2019
Equality Lead		Date	
Shadow Buckinghamshire Corporate Board sign off		Date	

Please continue to the next page to complete a full EqIA.

EqIA – Full Equality Impact Assessment

Step 1: Introduction

Policy or Service to be assessed:

Service and lead officer:

Officers involved in the EqIA:

What are you impact assessing?

- Existing
- New/proposed
- Changing/Update revision

Other, please list:

-
-
-

Step 2: Scoping – what are you assessing?

What is the title of your service/strategy/policy/project?

What is the aim of your service/strategy/policy/project?

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Who does/will it have an impact on? E.g. public, visitors, staff, members, partners?

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Will there be an impact on any other functions, services or policies? If so, please provide more detail

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Are there any potential barriers to implementing changes to your service/strategy/policy/project?

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Step 3: Information gathering – what do you need to know about your customers?

What data do you already have about your service users, or the people your policy or strategy will have an impact on, that is broken down by equality strand?

Age/Disability:	
Gender re-assignment:	
Race:	
Religion or belief:	
Sex:	
Sexual orientation:	
Pregnancy and maternity:	
Marriage & Civil Partnership:	

Do you need any further information broken down by equality strand to inform this EqIA?

- Yes
- No

If yes, list here with actions to help you gather data for the improvement plan in Step 5

Is there any potential for direct or indirect discrimination?

- Yes
- No

If yes, please provide more detail on how you will monitor/overcome this

Step 4: Making a judgement about impacts

What data do you already have about your service users, or the people your policy or strategy will have an impact on, that is broken down by equality strand?

Age:	
Disability:	
Gender re-assignment:	
Race:	
Religion or belief:	
Sex:	
Sexual orientation:	
Pregnancy and maternity:	
Marriage & Civil Partnership:	

Conclusion:

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Step 5: Improvement plan – what are you going to change?

Issue	Action	Performance target (what difference will it make)	Lead Officer	Achieved

EqIA approved by:	
Date:	
Next review date:	