

## EQUALITY IMPACT ASSESSMENT

**Directorate/Service:** People Directorate

What is the proposed budget saving? (Use same wording as in RB6).

Review of high cost care packages - additional saving realised following review.

**Screening Process**

Does the proposed saving involve or have consequences for the people the council serves or employs?

Yes  X      No

**If yes, proceed to Step 1 of the Full Equality Impact Assessment on page 2.**

If No, please state why not.

**If no, the budget saving is not relevant and no further action is required.**

**Impact Assessment Carried Out By:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Please forward to Doreen Phillips ([PhillipsD@angus.gov.uk](mailto:PhillipsD@angus.gov.uk))

## EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

### Step 1

What data/research is available to assess the likely impact of the proposed saving?

High Cost Care Packages Review carried out by two managers from outwith Adult Services. Report highlighted cases where packages could be adjusted to release savings without adverse effect on service users..This was Then progressed through an action plan.

### Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

- |                                |                          |                                                                  |
|--------------------------------|--------------------------|------------------------------------------------------------------|
| Age                            | <input type="checkbox"/> | X A number of the service users concerned were elderly.          |
| Disability                     | <input type="checkbox"/> | X Most of the service users concerned had learning disabilities. |
| Gender                         | <input type="checkbox"/> | _____                                                            |
| Gender Re-assignment           | <input type="checkbox"/> | _____                                                            |
| Pregnancy/maternity            | <input type="checkbox"/> | _____                                                            |
| Marriage and civil Partnership | <input type="checkbox"/> | _____                                                            |
| Race                           | <input type="checkbox"/> | _____                                                            |
| Religion and belief            | <input type="checkbox"/> | _____                                                            |
| Sexual orientation             | <input type="checkbox"/> | _____                                                            |

**None of the revised care packages impacted adversely on service users.**

### Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people?

Yes  No

If Yes, please give details.

### Step 4

Can the proposed saving be seen to favour one section of the community?

Yes  No

or deny opportunities to another?

Yes  No

If Yes, please give details.

**Step 5**

Does the proposed saving advance equality?

Yes  No

Or restrict equality?

Yes  No

If Yes, please give details.

**Step 6**

Based on the work you have done, rate the level of impact for any of the equality groups of the proposed saving.

High  Medium  Low  Unknown

**Step 7**

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified.

Yes  No

Please give details.

N/A

**Impact Assessment Carried Out By:** \_\_\_\_\_George Bowie

**Date:** 28-1-16

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