

# Equality Impact Assessment (EQIA)

---

## Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

### Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

### Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

### Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

### Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

---

## Section One

Question	Response
----------	----------

1.1	<b>Name of policy/decision/service/project/programme being assessed</b>	Swindon Borough Council Adult Services' Working Together Plan 2023 - 2028
1.2	<b>Summary of aims and objectives of the policy/decision/service/project/programme</b>	<p>Adult Services, know it is of vital importance to work together with all our local people, communities and with providers of care and support services to ensure we get things right for the people we support.</p> <p>This includes whenever we are making decisions about our local offer for our local communities – such as designing new services, changing or stopping existing services or any other decisions that may have an impact on how people can live their lives.</p> <p>The Working Together Plan is Swindon Adult Services' starting point to addressing our local practices, and ensuring that, over the next few years, effectively working together with local people and providers of care and support is our default position and is embedded in everything we do.</p> <p>This is aligned with our Adult Services Strategy that sets a clear expectation to ensure that the people we work with and for, have Lives, not services.</p> <p>The Plan outlines our shared vision for working together, why it is important that we do this, and most importantly, how we are going to achieve this over the next 5 years.</p> <p>The final copy of the plan will be subject to the appropriate level of corporate and political scrutiny before being approved for publication, and will be available as an easy read.</p>
1.3	<b>Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)</b>	<p>The Working Together Plan 2023-2028 will support everyone across Swindon Adult Services, including our front-line practitioners, those involved in delivering or commissioning and purchasing services, as well as managers and senior leaders throughout the directorate to understand our vision for working together, how we will get there together, and what responsibilities we all have to achieve this.</p> <p>Everyone working in or with Adult Services will be affected by this plan, working to promote and deliver the priorities its sets out.</p> <p>Whilst this Plan is focussed primarily on how Swindon Adult Services will improve upon our working together arrangements, it is hoped that our partners and organisations</p>

		<p>will utilise and adopt the principles, values and practices outlined in this plan.</p> <p>Everyone in Swindon whether they require information and advice, or have care and support from Adult Services, or not will be affected by this plan, as it sets our plans to working in equal partnership with our communities, using their insights and experiences to drive all we do 'together'.</p>
<b>1.4</b>	<b>What involvement and consultation has been done in relation to this proposal?</b> <i>(e.g. with relevant groups and stakeholders)</i>	The Plan, which has been co-designed by people with lived experiences of adult social care, as well as providers of care and support such as Council staff, colleagues from the Integrated Care Board (ICB), members of the voluntary, community and social enterprise sector and regulated providers of care services.

---

## Section Two

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact? Is the impact neutral?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the proposal)</b>
<b>Disability</b>	Positive	<p>The Working Together Plan sets out our commitment to ensure people with care and support needs as a result of disability, age or illness will have more opportunities and be supported to work as equal partners with Adult Services to inform all we do.</p> <p>More of our services will be shaped by the views and experiences of a diverse range of people from across our communities.</p> <p>Commissioned services will support people with protected characteristics to have</p>	N/A

		more choice and control over the care and support and how they live their life.	
<b>Gender Reassignment</b>	Positive	As above	N/A
<b>Marriage or Civil Partnership</b>	Positive	As above	N/A
<b>Pregnancy and Maternity</b>	Positive	As above	N/A
<b>Race</b>	Positive	As above	N/A
<b>Religion or Belief</b>	Neutral	As above	N/A
<b>Sexual Orientation</b>	Neutral	As above	N/A
<b>Sex (gender)</b>	Neutral	As above	N/A
<b>Age</b>	Positive	As above	N/A
<b>Children in Care and Care Leavers</b>	Positive	As above	N/A

---

### Section Three

<b>3.1</b>	<b>Potential Barriers to success and mitigating Actions – summary</b>	<p>Significant changes in Government policy, that results in a change in priorities for Adult Social Care.</p> <p>Mitigations: Working closely with Elected Members, Regional and National forums to remain appraised of developments.</p>
------------	---	--

<b>3.2</b>	<b>How will success be measured?</b>	<p>We will know we have achieved this way of working together when:</p> <ul style="list-style-type: none"> <li>• All partners (including local people and providers) are treated as equals, we share decision making power, becoming more impactful as a collective;</li> <li>• No matter how well-meaning our intentions are, we do not start the decision-making process with a pre-determined idea of what is needed or the right action to take and we are open to new ideas or ways of doing things;</li> <li>• We genuinely listen to the voices, experiences and feedback of people with lived experience and our providers, working with them to co-design services, any other Adult Service developments, and the evaluation of us and our services;</li> <li>• We move away from seeing ourselves as ‘fixers’ or ‘knowing what is best for others’ and instead, working as</li> </ul>
------------	--------------------------------------	---

'facilitators' with our partners to work together to create ideas and find solutions.

The Working Together plan is the first priority set out in the Adult Services Strategy 2024-2029. The strategy uses a selection of 'I Statements' to measure its delivery against the priorities.

The measures are how we will know we have achieved our priorities and will help us to monitor our progress over the next five years.

The original 'I Statements' were created by the Think Local Act Personal agency, codesigned by people with care and support needs.

We have shared the Think Local Act personal 'I Statements' with a group of people in Swindon who have care and support needs, to codesign our own Swindon 'I Statements'.

The 'I Statements' for Priority 1 are:

<b>Names and roles of people involved in the consideration of impact</b>			
<b>Name of Director signing EQIA</b>		<b>Date Signed</b>	xx/xx/xxxx