

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	Name of policy/decision/service/project/programme being assessed	Adult Services Strategy 2024-2029
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The Adult Services Strategy 2024-2029 sets the vision and the strategic priorities for the service from 2024-20229.</p> <p>The vision sets a clear expectation for Adult Services in Swindon to ensure that the people they work with and for, have “Lives, not Services”. Informed by the Adult Social Care White Paper “People at the Heart of Care” (2021), the principles that underpin our Strategy are Choice, Empowerment and Personalisation.</p> <p>To accompany the Vision, we have a strategy which sets out the simple, but fundamental elements required to support everyone to have a good life, a home, a friend, and a purpose.</p> <p>A draft version of the strategy, has been subject to public, staff, partner and stakeholder engagement.</p> <p>The final copy of the strategy will be subject to the appropriate level of corporate and political scrutiny before being approved for publication.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	<p>The Adult Services Strategy 2024-2029 sets out the strategic priorities for the service for all, our Swindon residents, staff, partners and other key stakeholders.</p> <p>The strategy has been shaped by;</p> <ul style="list-style-type: none"> • What we know about people in Swindon • The Council priorities • The Health and Wellbeing Strategy • The Integrated Care Strategy • Government policy <p>Everyone working in or with Adult Services will be affected by this strategy, working to promote and deliver the priorities its sets out.</p> <p>Everyone in Swindon who requires information and advice, or care and support from Adult Services will be affected by this strategy, as it sets out where, when and how we will use our</p>

		<p>resources to discharge our statutory duties to meet their needs.</p> <p>Adult Services is already providing care and support to over 2,000 in Swindon, and this number is likely to rise as our population increases. The level of service currently being provided will not change because of this strategy.</p> <p>Successful implementation of this strategy will;</p> <ul style="list-style-type: none"> • Increase opportunities to work with people in Swindon as equal partners to inform all we do • Increase community-based activities for people to choose from, so more people have meaningful days • Ensure everyone can access services to maintain their independence • Ensure more unpaid Carers services are codesigned, to support people to care and have a life of their own • Support more people can stay in their own homes for longer • Improve our Information and Advice offer, to make it easier for people to understand their rights • Promote effective multiagency working in Safeguarding, to keep people safe from harm and abuse • Commission services that promote choice and control and make the best use of our resources
1.4	What involvement and consultation has been done in relation to this proposal? <i>(e.g. with relevant groups and stakeholders)</i>	<p>The Adult Services Strategy 2024-2029 was subject to public, staff, partner and stakeholder engagement for an 8-week period.</p> <p>People were able to respond electronically (online), reply by email, telephone or in writing.</p>

Section Two

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Positive	Priority 1: Sets out our commitment to ensure people with care and support needs as a result of	N/A

		<p>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 people with disabilities.</p> <p>Commissioned services will support people with disabilities to have more choice and control over the care and support and how they live their life.</p>	
Gender Reassignment	Neutral	N/A	N/A
Marriage or Civil Partnership	Neutral	N/A	N/A
Pregnancy and Maternity	Neutral	N/A	N/A
Race	Positive	<p>Priority 2: Sets out our commitment working with people from diverse backgrounds to co-design what our quality assurance processes look like, to ensure that support and services everyone needs suit everyone.</p> <p>We will promote the use and access to a range of community based, self-directed Support.</p>	N/A
Religion or Belief	Neutral	N/A	N/A
Sexual Orientation	Neutral	N/A	N/A
Sex (gender)	Neutral	N/A	N/A
Age	Positive	Priority 1: Sets out our commitment to ensure people with care and support	N/A

		<p>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 people of all ages.</p>	
Children in Care and Care Leavers	Positive	More of our services will be shaped by the views and experiences of people of all ages .	N/A

Section Three

3.1	Potential Barriers to success and mitigating Actions – summary	<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>
3.2	How will success be measured?	<p>The Adult Services Strategy 2024-2029 uses a selection of 'I Statements' to measure its delivery against the priorities.</p> <p>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.</p> <p>The original 'I Statements' were created by the Think Local Act Personal agency, codesigned by people with care and support needs.</p> <p>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'.</p>

3.3	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>We have codesigned a My Care My View Survey with people with care and support needs and our staff, that uses a ‘trip advisor’ style rating against each ‘I Statement’.</p> <p>We have a live tracker to monitor the ratings.</p> <p>The ratings have been used to inform our CQC Self-Assessment process and are monitored in our Quality Assurance and Performance Board</p>
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Section Four

For the Record			
Name of person leading this EQIA	Clare Deards	Date Completed	11.12.2023
Names and roles of people involved in the consideration of impact			
Name of Director signing EQIA		Date Signed	xx/xx/xxxx