

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Voluntary Sector Prospectus
Version and release date of item:	V1.0
Owner of the item being assessed:	Tandra Forster
Name of assessor:	Tandra Forster Barbara Billett
Date of assessment:	30.12.13

1 What are the main aims of the item?

To implement an outcomes-based prospectus for commissioning preventative services from Voluntary Sector Organisations.

To introduce a range of outcomes that services will be evaluated against.

2 What research will you undertake to inform this assessment?

(for example, who, how and when will you consult? What existing information is available either internally or externally? Are there complaints, comments received that will inform this assessment? Are there any local groups you can talk to? Etc)

Use this space to set out your activity.

A consultation on the proposed outcomes was undertaken from 18th October to 29th December. The feedback received has been largely supportive of the approach and outcomes and will be used to refine the detail in the final prospectus.

Consultation was conducted using a variety of methods including:

- (a) Use of existing forums and channels to link with service users, partner agencies, voluntary organisations and carers
- (b) Details of the proposal were placed on consultation finder
- (c) One-off focus group events were held with service users, carers and staff.

3 What are the results of your research?

Note which groups may be affected by the item, consider how they may be affected and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>New outcomes might result in re-directing of resources and consequent reduction in capacity for existing services.</p> <p>People with a critical need will continue to have these met. As part of the new prospectus we will monitor demand for service ongoing and how needs are being met, this will allow for a more effective directing of resources going forward.</p>	<p>Feedback from consultation highlighted anxiety about potential change.</p> <p>Inequity in resources has been highlighted as a concern with the current approach. There is no new funding attached so any change will result in re-alignment of funding.</p>
Disability	<p>New outcomes might result in re-directing of resources and consequent reduction in capacity for existing services.</p> <p>People with a critical need will continue to have these met. As part of the new prospectus we will monitor demand for service ongoing and how needs are being met, this will allow for a more effective directing of resources going forward.</p> <p>Implementation of the new outcomes should address current gaps such as social isolation and supported employment which has been identified as part of a strategic review.</p>	<p>Feedback from consultation highlighted anxiety about potential change.</p> <p>Inequity in resources has been highlighted as a concern with the current approach. There is no new funding attached so any change will result in re-alignment of funding.</p>

Further Comments relating to the item:

This process will be more transparent and once up and running will involve regular review. New agreements are longer so will create stability and this should lead to innovation.

4 What actions will be taken to address any negative effects?

Action	Owner	By When?	Outcome
Ensure outcomes are specific with clear, measurable outputs.	Tandra Forster	February 2014	Enable effective evaluation of service that meets individual need. Highlight gaps in service Understand future demand
Establish ongoing monitoring as part of contract management	Robert Bradfield	February 2014	Enable clear accountability which is evidenced based. Ensure robust service delivery and effective targeting of resources/VFM

5 What was the final outcome and why was this agreed?

(Was the item adjusted, rewritten or unchanged?)

Overall process and outcomes approved. Feedback will result in outcomes being refined.

6 What arrangements have you put in place to monitor the impact of this decision?

Monitoring initially through ASC Efficiency Board and then through contract monitoring process

7 What date is the Equality Impact Assessment due for Review?

30.12.14

Signed: Tandra Forster

Date: 30.12.13

Please now forward this completed template to the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.