

West Berkshire Council Equity Impact Assessment

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Section 1: Summary details

Directorate and Service Area	Adult Social Care & Public Health
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Adult Respite in the Community (ARC) ARC is a service that provides respite to primarily learning disability (LD) clients in the community.
Is this a new or existing function or policy?	existing
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	The original concept was for it to be used as a short term service but it is being used as a regular service for 11 LD clients that could be supported differently. To end ARC service as this service is no longer an efficient use of resources and the service can be offered through other existing services.
Completed By	Richard Pask
Authorised By	Melanie O'Rourke
Date of Assessment	14.11.25

Section 2: Detail of proposal

Context / Background Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.	The Care Act 2014 governs what services the Council should provide as part of an individual's care package, what services the Council does not need to provide and how the Council can charge for these services. https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance The Adult Respite in the Community Service (ARC) is a service that provides respite to primarily learning disability (LD) clients in the community. The original concept was for it to be used as a short term service but it is being used as a regular service for 11 LD clients that could be supported differently. To end ARC service as this service is no longer an efficient use of resources and the service can be offered through other existing services.
Proposals Explain the detail of the proposals, including why this has been decided as the best course of action.	The Adult Respite in the Community Service (ARC) is a service that provides respite to primarily learning disability (LD) clients in the community. The original concept was for it to be used as a short term service but it is being used as a regular service for 11 LD clients that could be supported differently. To end ARC service as this service is no longer an efficient use of resources and the service can be offered through other existing services.
Evidence / Intelligence List and explain any data, consultation outcomes, research findings, feedback from service	There are currently 11 clients using this service and the service can be provided via other alternative services that are available. Services can be provided by shared lives, within their current budget, or through leisure services or the voluntary sector which again would be nil cost.

users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.	
Alternatives considered / rejected Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.	The alternative is to do nothing, but this is a n expensive service for a very small number of clients that could be delivered through other services.

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	☐	☐	☒	Most of the clients using this service are between 18 to 65. Ending this service will mean a change in their service.	Ensure alternative provision is available	Jo England/Melanie O'Rourke	April 2026
Disability	☐	☐	☒	All the clients that use this service have a learning disability. Ending this service will mean a change in their service.	Ensure alternative provision is available	Jo England/Melanie O'Rourke	April 2026
Gender Reassignment	☒	☐	☐				
Marriage & Civil Partnership	☒	☐	☐				
Pregnancy & Maternity	☒	☐	☐				
Race	☒	☐	☐				
Sex	☒	☐	☐				

Sexual Orientation	☒	☐	☐					
Religion or Belief	☒	☐	☐					

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	☒	☐	☐				
Areas of deprivation	☒	☐	☐				
Displaced communities	☒	☐	☐				
Care experienced people	☐	☐	☒	All the clients that use this service are Adult Social Care clients. Ending this service will mean a change in their service.	Ensure alternative provision is available	Jo England/Melanie O'Rourke	April 2026
The Armed Forces Community	☒	☐	☐				

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	1 December 2026
Person Responsible for Review	Richard Pask/Jo England
Authorised By	Melanie O’ Rourke