

Helping to make an impact

Equality Assessment (EA) Form and Guidance Information

Integrating Commissioning across A&C and CYPF



INITIAL SCREENING - STAGE 1 (See Guidance information)

As a public authority we need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Full Equality Assessment is required.

Name of poli across A&C	Ref: CYPF1113ME					
Responsible Officer: Jon Tomlinson Directorate: People Directorate			Role: Chairperson of Equality Assessment Task Group Assessment Date: 12.11.2013			
Is this a: Is this: New or I	Policy ☐ Proposed ☐ ✓	Strategy Already exists	Function ☐ ✓ and is being reviewed	Service Is Changing		
1. What are the main aims, objectives of the policy, strategy, function or service and the intended outcomes and who is likely to benefit from it Aims: The commissioning of improved outcomes along the life course of children, young people and adults, focussing on the most vulnerable and delivering value. Objectives: To achieve the savings of £500k per annum Outcomes: An integrated Benefits: See aims						
2. Explain how the main aims of the policy, strategy, function or service will demonstrate due regard to the aims of the General Duty? 1. Eliminate discrimination, harassment and victimisation?						

The saving will initially be realised from the deletion of vacancies and uncommitted funds. Over time as the functions integrate and the benefits of commissioning at scale are realised there will be the opportunity to reflect this in the structure. The change outlined within the document will not affect the profile of the work completed with the protected groups. There are no anticipated direct implications for equalities and the aims of the General Duty.						
3. What does your current data tell you about who your policy, strategy, function or service may affect:						
Service users Yes No No Wider community Yes No No No Yes or 'No' answer Through rationalisation and integration of commissioning functions will lead to more efficient and smarter commissioning, with less differentiation of tasks meaning that some low priority tasks will cease. In this way no direct adverse impacts on the above are anticipated.						
The specific staffing implications will be realised through the disestablishment of posts.						
4. Are there any aspects of the policy, strategy, function or service, including how it is delivered, or accessed, that could contribute to inequality? (including direct or indirect discrimination to service users or employees) Yes □ No □ ✓ Please provide an explanation for your 'Yes' or 'No' answer See 3						
5. Will the policy, strategy, function or service, have an adverse (negative) impact upon the lives of people, including employees and service users? Yes □ No □ ✓						
Please provide an explanation for your 'Yes' or 'No' answer See 3. Any staffing reductions will be achieved through existing vacancies and voluntary redundancy. Some service re-design is also likely to be required and this may generate staffing turnover. There will there be no impact on employees.						
In order to monitor and understand the implications of reductions in staffing an analysis of staff currently in post and any staff who seek and secure voluntary redundancy will be undertaken.						
Discussions with staff from respective functions will explore practical ways to enable effective and appropriate prioritisation of work and integration of resources.						

6. Is an Equality Assessment required?

If your answer to question 2 has identified potential adverse impact and you have answered 'yes' to any of the following questions 3, 4, or 5, then you should carry out a Full Equality Assessment.

Does the Policy, Strategy, Function or Service require a Full Equality Assessment? Yes No ✓

If a Full Equality Assessment is required, before proceeding you should discuss the scope of the assessment with service managers in your service area as well as the Directorate Contact Officer.

If a Full Equality Assessment is **Not** required, please sign the declaration and complete the Summary statement below, then forward a copy of the Initial Screening to your Directorate Contact Officer

If a Full Equality Assessment **Is** required, you will need to sign the declaration and complete the Summary statement below, detailing why the Policy, Strategy, Function or Service is moving to a Full Equality Assessment. Then continue with your Assessment

DECLARATION

A Full Equality Assessment not required the Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Chairperson: Jon Tomlinson

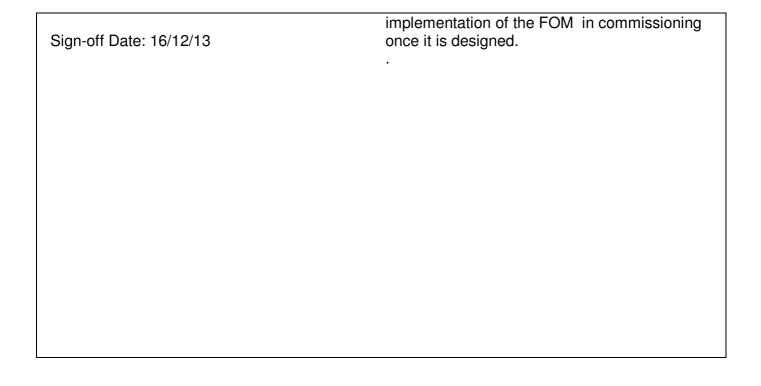
Summary statement:

Any staffing reductions will be based on existing vacancies and voluntary redundancy.

The savings can be realised within the broader equalities framework and deliver the aims of the General Duty.

The implementation of a service re-design will bring risks most prominent of these that insufficient commissioning capacity is available to support the intentions outlined in the service reviews and the subsequent activities. The rationalisation and integration of commissioning functions within the "People" Directorate and the wider system will result in an integrated and more efficient function, with prioritisation of tasks will mean that tasks which are not central to the commissioning function will cease. No direct adverse impacts on the above are anticipated.

An EA might be required for the



Quality check: The screening document has been checked using the agreed audit

Directorate: CYPF Contact number: 4643073 Contact number: 4643073 The initial analysis identifing Equality Asses not required, it that this decision reassessed on following basis	
currently include evidence of collaboration on implications of in staffing and acknowledgem some service in may generate sturnover omits to address risk. There is a pote merging with staffing with staffing and acknowledgem some service in may generate sturnover omits.	gh this initial ifies a full ssment is t is advised ion be in the s: allysis des no consultation in the freductions liment that re-design staffing s mitigations k.

that the oning and g function may ened.
that through ment of this hat a stage two ssessment may hese issues.
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Equality Assessment Task Group Members

	<u>Name</u>	Role on Task Group (e.g. service user, manager or service specialist)	Contact Number
1.	Chairperson: Jon Tomlinson	Director of Joint Commissioning, People Directorate	0121303 2367
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