Equalities Impact Assessment Toolkit for High Level Strategies

This toolkit uses many of the questions from the Government Office's toolkit for Local Area Agreements. It provides a basic set of challenging questions to assess the extent to which equality issues are considered and incorporated into high-level strategies (e.g. the LAA, Sustainable Community Strategy, Community Safety Strategy, Corporate Strategy etc.). Omit any questions that are not relevant to your strategy.

The toolkit asks various questions and then gives you 2/3 possible answers (yes, no or some) and an explanation and evidence column to add:

- What evidence you have to support your answer (if in the positive),
  - giving practical examples, or
- If you have no evidence, why this is so and, what plans you have to rectify this.

Name of Strategy	Who is conducting this EIA?
Strategy for the Development of Services to Support People with a Physical and/or Sensory Impairment	Name: Jenny Gardner
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Describe the Strategy: What is the purpose of the strategy (describe in simple, easy to understand terms)	
This strategy takes a long-term view of the services that people with physical and/or sensory impairment will need in York.	

Equality Aims in the Strategy

	Yes	No	Explanation and Evidence
Does the Strategy have an equalities statement (or vision / policy) that specifically mentions the 6 strands? (Race, disability, gender, sexual orientation, religion and belief and age)	Yes		The Strategy has an overall vision statement of "a society where all citizens are respected and included as equal members, and where everyone had the opportunity to fulfil their potential." (Chapter 2) Chapter 2 of the Strategy describes whose strategy is this and what it aims to cover. Chapter 4 identifies some of the equality dimensions linked to the need and demand for services.
How did you decide what went into this statement?	The statement is based on the vision from national documents		
Has it been agreed by all partners?	Yes		There has been extensive consultation on the strategy
What processes are in place to monitor progress on achieving this statement?	The proposal in the strategy is that a Partnership Board will be established to oversee implementation and service development. The Board will also have the role to monitor progress on achieving this statement		
Whom will this be reported to?	The Partnership Board will be linked to the Local Strategic Partnership through the healthy City Board. Council members will receive updates on the delivery of the strategy		

Development of the Strategy

Has the Strategy considered:	Yes	No	Explanation and Evidence
The make up of the local population as the time of writing the strategy?	Yes		Chapter 4 provides a review of need and demand both nationally and locally. Where local data is not available assumptions have been made based on national data.
Potential changes to the local population over the life of the strategy? e.g. aging population (and therefore an increase in disabled people), increasing Black and minority ethnic population etc.	Yes		Chapter 4 provides a review of need and demand both nationally and locally. Changes in disability prevalence are predicted to small and not statistically significant for any of the age or sex groups, though a range of social life-style trends may lead to increased incidence of long-term conditions, for example, rising levels of obesity amongst the population. There is an increase in the number of children with disabilities, possible explanations include children with complex conditions surviving longer, and improved diagnosis/reporting.
How information on different communities' needs is collected and used by the council and partners. E.g. to: a. plan and manage services b. develop indicators/targets c. monitor progress		No	This will be developed in more detail as the strategy is developed further
Any limitations of current data and what will be done to address this?	Yes		There are limitations with current data. Sometimes data exists but can't be accessed because it isn't collected

			centrally. Sometimes data doesn't exist at all. This could be improved as health and social care work more closely together and possibly share information systems in the future. Improving data collection is one of the actions on the PSI Strategy Action Plan.

Equality Legal Duties

What actions are in the strategy to promote our legal duties to:	Yes	No	Explanation and Evidence
Eliminate <u>discrimination and harassment</u> on the grounds of race, disability, gender, age, sexual orientation and religion and belief?	Yes		The strategy and service development is being undertaken within an environment with an increasing emphasis on safeguarding vulnerable adults. There are local policies and procedures to support this.
Promote <u>equality of opportunity</u> between Black and minority ethnic (BME) and white British people, disabled and non-disabled and men and women?	Yes		Links will be made with the local organisations and officers that are promoting equality of opportunity
<u>Promote good relations</u> between different ethnic groups (not just BME and white British people)		No	No specific action is recommended
Promote <u>positive attitudes</u> towards disabled people (and other communities)	Yes		Disability awareness training is recommended to support the community inclusion objectives.

Promote <u>participation by disabled people</u> in public life?	Yes		His is inherent in the proposals for supporting an infrastructure of participation.
N.B. These duties apply to everyone – private, public and voluntary and community sectors. Therefore they apply to organisations providing services or goods on our behalf (and it's our responsibility to make sure they are complying with equalities legislation in this capacity).			

Links from this Strategy to other Strategies or Policies / Working Practices

	Yes	No	Explanation and Evidence
Do any policies or other strategies need to be changed to reflect the objectives or actions in this strategy?		No	If this is required this will be identified through the Partnership Board
Do any policies or other strategies that sit under this strategy need to be Equality Impact Assessed?		No	Not applicable
Who will do this?			

Implementation

	Yes	No	Some	Explanation and Evidence
Do staff / partners have the skills and capacity to achieve the equality aims and actions in this strategy?			Yes	Achieving the equality aims may take additional resources and time in order to meet all requirements including the provision of information in all formats. Staff awareness training and cultural change are inherent in delivery of the strategy.
If not, how is this being addressed?	This will be addressed through the action plan for strategy implementation			

Involvement & Consultation

	Yes	No	Explanation and Evidence
What consultation mechanisms are in place to engage the views of communities on this strategy?	The strategy consultation is inclusive across the community. Future consultation will be founded on new participative structures		
Are consultation methods inclusive and accessible?	Yes		The document will be available in different formats
Have you actively sought the views of groups from the 6 equality strands on this strategy? (either individuals or community or voluntary groups) If so, which groups?	Yes		Where there are known groups to take that role

Are there arrangements in the strategy for on-going dialogue with groups from the 6 equality strands?	Yes		Where there are known groups to take that role
How are these views used in the strategy decision-making processes?	Will be used by the Partnership Board		
Will groups from the 6 strands be involved in setting priorities or targets in the strategy and assessing progress on these?	Yes		Where there are known groups to take that role

Communication

	Explanation and Evidence
How has the Strategy been communicated to partners and the public?	It will be available, electronically, hard copy, on the web site and in alternative formats. Resources are to be allocated to provide information in a variety of formats.

Partnerships

Has this strategy stimulated any specific areas for partnership development or improvement?	Yes	No	Explanation and Evidence
Community involvement?	Yes		Involvement of people with a disability through representative groups
Consultation mechanisms?	Yes		There have been several consultative events
Community cohesion and equality (e.g. fulfilling legislative duties)?	Yes		Inherent in the strategy and through the consultation events
Assessment and analysis of specific community needs?	Yes		Through the analysis of data
Development or improvement of data and profiling of data?	Yes		It is recognised the dats is inadequate & needs improving
Monitoring and evaluation of the strategy?	Yes		The mechanism will be confirmed through the Partnership Board
Equalities Impact Assessments?	Yes		
Priority setting?	Yes		This is a part of the consultation process