

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

Name of Function under consideration:	Advocacy Services for Adults
Is this Function 'Major', 'Minor yet likely to have a major impact' or 'Neither'	Minor yet likely to have a major impact
Date(s) of completing the EqIAA:	June 2016 – December 2016
Name of person(s) completing the EqIAA:	Commissioning Manager

SECTION 1 – INTRODUCTORY INFORMATION

1. What is the main purpose of the Function?	Project to reprocore advocacy services for adults in South Gloucestershire
2. List the main activities of the Function:	Reprocore advocacy services for adults in South Gloucestershire
3. Who are the main beneficiaries of the Function?	<p>The nature of advocacy services are to positively represent the views of any person who is unable to fully represent themselves, whether permanently or temporarily. The majority of people who will be affected by this contract are:</p> <ul style="list-style-type: none"> • People who are assessed to lack mental capacity • Carers of people who are assessed to lack mental capacity • People with mental health issues • People who are unable to adequately represent themselves, either generally or temporarily
4. How is the overall success of the Function measured?	Preset quality criteria will analyse the options to produce the most economically advantageous outcome
5. What equality monitoring systems are in place to carry out regular checks on the effects of the Function on equality groups?	Bidders are required to demonstrate compliance with the Equality Act 2010 as part of the mandatory section of their tender submissions. Bidders are expected to support the Council in exercising its duties under the Equality Act 2010 and expects any provider doing business with the Council to share this commitment by offering equality of opportunity and operating in a non-discriminatory manner in accordance with the Council's Corporate Equality & Diversity Policy.

The opening question in the technical competence questionnaire asks bidders to describe how the service they propose to deliver will ensure inclusion of all groups across the wide and diverse population of South Gloucestershire (responding to their communication and cultural needs). The second question asked about bidders experience providing advocacy and within this bidders were asked to demonstrate how they are able to targeting to specific groups and overcome barriers. These questions were assessed by a panel representing the full breadth of expertise relevant to this contract.

As part of ongoing contract monitoring with the successful bidder there is a requirement in the Service Specification to provide a monthly report against KPIs including a breakdown and analysis of equalities information in relation to each stream of advocacy service.

6. What are your equality related performance indicators/measure of success for this Function?

As part of ongoing contract monitoring with the successful bidder there is a requirement in the Service Specification to provide a monthly report against KPIs which includes an analysis of equalities information in relation to each stream of advocacy service. This analysis is proactively reviewed on an annual basis.

SECTION 2 – INITIAL ASSESSMENT OF IMPACT

7. Assessment of impact

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)
Women/Girls	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The services support both females & males. Data shows that females are more likely to utilise the services.
Men/Boys	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Lesbians, gay men & bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Advocacy services are available to all. Data shows that services are utilised by this group.
Transgender people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above.
White people (including Irish people)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advocacy services are available to all. Data shows that usage of advocacy services is taken up by a wide range of ethnic groups.
Asian or Asian British people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Black or Black British people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People of mixed heritage	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Chinese people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Travellers (gypsy/Roma/Irish heritage)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People from other ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disabled People:					
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advocacy services support people with impairments of all kinds to represent their views fully if they are unable to do so themselves
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mental health condition, e.g. depression or schizophrenia.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other health problems or impairments.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Older People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Older people are more likely to have care needs and therefore could benefit from advocacy under the Care Act 2014
Children and Young People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This recommissioning

					concerns services for adults. However, it is noted that CYP indirectly benefit from services provided to their parents & carers
Faith Groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advocacy services are available to all.
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advocacy services are available to all.
Marriage & Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Advocacy services are available to all.

8. If you have indicated that there is a negative impact on any group, is that impact:

Legal? Yes No

Intended? Yes No

Level of impact High Low

No negative impact has been identified:

9. Could you minimise or remove any negative impact - how? (Enter N/A if no negative impact has been identified).

N/A

10. Could you improve a positive impact of the Function - how? (Enter N/A if no positive impact has been identified).

Positive impacts have been improved by having a focus on supporting people with protected characteristics as part of the tender design and evaluation. Further improvement can be achieved through monitoring of service utilisation and outcomes by protected characteristic groups.

11. If there is no evidence that the Function promotes equality of opportunity or improved relations, could it be adapted so that it does - how?

Users of the services are some of the most vulnerable in society. As such the service promotes equality through ensuring that users have access to involvement over decisions affecting their lives.

12. Any other relevant notes:

N/A

SECTION 3 – CONSULTATION & RESEARCH IN RELATION TO THE EqIAA

13. What consultation has been conducted with groups and individuals from groups likely to be affected as well as staff, and what evidence has this provided about equalities impact?

Consultation has been conducted, including with local authorities, providers and service users and Council staff. This has shown positive feedback in respect of quality of advocacy services across Protected Characteristic groups. Consultation informed that types of advocacy services commissioned meet the needs of diverse South Gloucestershire residents.

14. What relevant research (data, reports, expert opinion etc.) has been conducted and what evidence has this provided about equalities impact?

Regular reports concerning the protected characteristics of service users have been assessed. This has allowed for a robust understanding of levels of usage according to protected characteristic group. In turn this has enabled the service specification to be developed in line with South Gloucestershire need.

15. What contributions does your function/activity make towards promoting community cohesion?

By providing advocacy services, more vulnerable people are afforded an equal opportunity to be involved in decisions about their lives. This ensures parity of opportunity amongst all in society and as such, contributes towards improving community cohesion.

SECTION 4 – OUTCOMES

16. Outcome

Outcome	Your response	Reason(s) and Justification
Outcome 1: No major change required.	<input type="checkbox"/>	
Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.	<input checked="" type="checkbox"/>	<p>Research and consultation has been conducted from the outset of this commissioning process and has covered equalities issues. As a result of this the Invitation to tender and the service specification have taken account of the needs of protected characteristic groups. This has allowed bidders to specifically respond to equalities issues.</p> <p>Following this SGC has been able to ensure that the successful provider has the knowledge and experience to meet the needs of diverse groups. Additionally the successful bidder will be required to not only provide equalities information, but provide details of actions to be taken as a result of the information. This will ensure continuous improvement in respect of delivering equality of opportunity for all.</p>
Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<input type="checkbox"/>	
Outcome 4: Stop and rethink.	<input type="checkbox"/>	

17. Actions to be taken as a result of this EqIAA.

- Ensure the bidding process included equalities questions (achieved)
- Ensure that contracts are implemented to ensure full compliance with the Public Sector Equality Duty
- Work with the successful bidders to implement an effective method of measuring service user satisfaction and positive outcomes amongst protected characteristic groups.

SECTION 5 – EqIAA EVIDENCE

18. List and attach the evidence you have which shows how you have systematically considered equality impact.

- Historic service monitoring reports
- Consultation feedback
- Care Act 2014
- The Mental Capacity Act (MCA) 2005
- The Mental Health Act 1983