

### Equality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

1. Persons responsible for this assessment:

|   |  |
|---|--|
| Names: Paula Burrows                              |  |
| Date of assessment: 30 <sup>th</sup> January 2015 | Telephone: 01594 812389<br>Email: paula.burrows@fdean.gov.uk |

2. Name of the policy, service, strategy, procedure or function:

|  |
|--|
| <p>Following a competitive procurement procedure the award of the contract for community alarm monitoring, out of hours emergency telephone answering and lone worker monitoring services has been to Worcestershire TeleCare, with whom the current contract also sits.</p> <p>Continued investigation and negotiation for a Joint Venture Agreement with Worcestershire TeleCare will be carried out in parallel to determine whether this option should be pursued or shelved.</p> <p>Is this a new or existing one? Existing</p> |
|--|

3. Briefly describe it aims and objectives

|   |
|---|
| <p>The new contract remains with the current service provider giving an opportunity to ensure that there is no disruption to the service provision. It provides scope to continue to market and grow both the Linkline and Careline brands. Therefore there will be no negative impact on the community, the reputation of the council and there will be no financial risk.</p> <p>Secondly the Council has an opportunity to do a complete financial investigation of all potential service delivery models, research any hybrid model that may be more beneficial resulting in a partnership venture that would meet the desired outcomes. If the outcome of this process meets with negative results then this option for service delivery can be shelved.</p> <p>Both of the above fit within the business development plan 2013 – 2016, see previous EIA 22<sup>nd</sup> March 2013.</p> |
|---|

4. Are there any external considerations? (e.g. Legislation/government directives)

n/a

5. What evidence has helped to inform this assessment?

| Source  | ✓   | If ticked please explain what  |
|---|-----|--|
| Demographic data and other statistics, including census findings      | ✓   | Current customer database  |
| Recent research findings including studies of deprivation             | n/a |  |
| Results of recent consultations and surveys                           | n/a |  |
| Results of ethnic monitoring data and any equalities data             | n/a |  |
| Anecdotal information from groups and agencies within Gloucestershire | n/a |  |
| Comparisons between similar functions / policies elsewhere            | ✓   | Competitive tendering process undertaken for both a like for like service provision and Joint Venture Agreement  |
| Analysis of audit reports and reviews                                 | n/a |  |
| Other:  | ✓   | There will be no change in the current service provision when the new contract is entered into from 1 <sup>st</sup> April 2015. Should a Joint Venture Agreement be progressed then a further equality impact analysis will be undertaken. |

6. Please specify how intend to gather evidence to fill any gaps identified above:

n/a

7. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

| Level of impact  | Response                 |
|--|--------------------------|
| NO IMPACT – The proposal has no impact upon the general public/staff                 | ✓                        |
| LOW – Few members of the general public/staff will be affected by this proposal      | <input type="checkbox"/> |
| MEDIUM – A large group of the general public/staff will be affected by this proposal | <input type="checkbox"/> |

|  |                          |
|--|--------------------------|
| HIGH – The proposal will have an impact upon the whole community/all staff | <input type="checkbox"/> |
| Comments: e.g. Who will this specifically impact?                          |                          |

8. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

|                                     | Potential Negative | Potential Positive | Neutral | Reasons                       | Options for mitigating adverse impacts |
|-------------------------------------|--------------------|--------------------|---------|-------------------------------|--|
| Age – Young People                  |                    |                    | ✓       | No change in service delivery |  |
| Age – Old People                    |                    |                    | ✓       | As above                      |  |
| Disability                          |                    |                    | ✓       | As above                      |  |
| Sex – Male                          |                    |                    | ✓       | As above                      |  |
| Sex – Female                        |                    |                    | ✓       | As above                      |  |
| Race including Gypsy and Travellers |                    |                    | ✓       | As above                      |  |
| Religion or Belief                  |                    |                    | ✓       | As above                      |  |
| Sexual Orientation                  |                    |                    | ✓       | As above                      |  |
| Gender Reassignment                 |                    |                    | ✓       | As above                      |  |
| Pregnancy and maternity             |                    |                    | ✓       | As above                      |  |
| Geographical impacts on one area    |                    |                    | ✓       | As above                      |  |
| Other Groups                        |                    |                    | ✓       | As above                      |  |

9. Action plan (add additional lines if necessary)

| Action(s) | Lead Officer | Resource | Timescale |
|-----------|--------------|----------|-----------|
| n/a       |              |          |           |

**Declaration**

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

|   |  |       |                    |       |                  |
|---|--|-------|--------------------|-------|------------------|
| Completed By:                                 | Paula Burrows                                | Role: | Commercial Officer | Date: | 30.01.2015       |
| Line Managers signature:                      |  |       |                    | Date: |                  |
| Reviewed by Corporate Equality Officer Group: | Agreed at the 11 February 2015 CEOG meeting. |       |                    | Date: | 11 February 2015 |

Please forward an electronic copy to the Corporate Support Team – [corporatesupport@fdean.gov.uk](mailto:corporatesupport@fdean.gov.uk).