

**Appendix**

Review of Day Services for Older people in  
North Denbighshire  
10 June 2014

Equality Impact Assessment

# Review of Day Services for Older people in North Denbighshire

**Contact:** Jacqui Bryan Adult & Business Services

**Updated:** 10 June 2014

## 1. What type of proposal / decision is being assessed?

A service review or re-organisation proposal

## 2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

Day service provision in the North of the County has been remodelled to ensure that it is provided in a manner consistent with the reablement model used elsewhere in adult services that better ensures sustainability going forward yet at the same time ensures current and new service users are provided with an appropriate level and type of service to meet their assessed needs.

## 3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

## 4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

*(Please refer to section 1 in the toolkit for guidance)*

Current service users, their carers, staff, local elected members and other stakeholders have been involved in a number of meetings over a period of months in 2013 and early 2014 to review the existing provision and to develop and implement the new model.

## 5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-

**reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**  
*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

The remodelleing has created additional capacity to allow a wider range of suport to be offered to older people in the area

**6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

The service supports older people and will continue to meet their needs although for some service users this has involved a change in location of service and for some a change to the days on which they receive service.

**7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

Yes	Individual plans were developed for all service users affected by the changes which will be subject to regular review. HR Support was made available to all staff team members who were affected by the implementation of the remodelling.
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**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

Yes	
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Action(s)	Owner	By when?
To evaluate the impact of the implementation of the remodelling once the changes are embedded to identify any potential negative impacts	Anne Hughes-Jones	June 2015
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**9. Declaration**

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	June 2015
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Name of Lead Officer for Equality Impact Assessment	Date
Jacqui Bryan	10.6.2014

**Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.**

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