

EQUALITIES IMPACT ASSESSMENT QUESTIONNAIRE

SERVICE: Review of support and consultation with older people	Department: People, Development and Commissioning
Person Responsible for Assessment: Mary Hall	Date of assessment: 27 th January 2012 based upon Focus Groups with GOLD on 15 th November and with lead officers also general corporate events relating to impact

Brief description of service and to whom provided/available:

GOLD stands for Growing Old Living in Darlington and it is an organisations aimed at enabling the voices of people over 50 years of age to be heard and to influence service design and delivery. It is jointly funded by NHS County Durham and Darlington and Darlington Borough Council. The proposal is to cease Council support to this service in 2015/16 which will also be at the time when public health functions transfer to the local authority.

GOLD supports the over 50's population of Darlington which is 34,400 people by providing opportunities for engagement in services reviews and by acting as a sounding board for consultation exercises. It is not the only mechanism for supporting older people as organisations such as Age UK also have a role in consultation, engagement and campaigning. **GOLD** have over 820 members and as such represent a substantial voice and it is important that this voice is not lost.

The financial position that the Council finds itself in has lead to the need to reduce funding to none statutory services and this has including reducing support for consultation across the whole spectrum of residents. This proposal if agreed will not be implemented immediately and there is time to look at a number of delivery options including:

- **GOLD** setting up as a totally independent organisation that sources its own funding through applications to outside bodies or other fundraising activity or social enterprise activities
- Look at transferring the activities of **GOLD** to other providers or deliverers
- Encouraging members to link to other groups in the area to strengthen the voice of older people
- To use the expertise to develop prevention services through a sustainable Community Support Network

Some work is already taking place to implement a gradual change in the self-sustainability of **GOLD**.

Introduction

All the Council's services have been prioritised with regard to their potential impact on the promotion of equalities. Each service has been given a 'impact rating' of high, medium or low priority and this has been used to draw up a three year programme during which formal impact assessments will be conducted (those with a 'high' rating falling into the first year and so on).

The impact assessment looks at how a service is provided and how it promotes, monitors and consults in respect of equalities. Completion of the impact assessment will help us determine the extent to which services meet the requirements of the Equality Standard for Local Government, the Race Relations (Amendment) Act 2000 and the Disability Discrimination Act 1995.

The attached questionnaire provides a structure for undertaking the impact assessment. Local information and examples should be provided wherever possible.

This is a generic document that will require interpretation in particular circumstances. If, after reading the guidance, you require further information on how to implement the assessment, please contact David Plews, Policy Advisor (Social Inclusion) on 01325 388023.

Q.1 Is your service accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Race (inc. culture and nationality)	X		There are some members who are over 50 from BME groups who are members of GOLD but the changes planned should not disproportionately impact upon them.	

Religion or belief			No Impact	
Gender (inc. transvestitism, transgender and transsexuality)			No impact but there will be a need to look at improving the consultation mechanisms for this group.	
Sexuality (inc. homosexuality and bisexuality)			See above	
Impairment (inc. physical and/or mental impairments)			Some of the GOLD members are also disabled people and the impacts of this group will be covered in the DEIA	
Age			<p>This proposal will impact upon the age groups of 50 plus. It must be noted that whilst the majority of GOLD members are over 65 years of age over a 100 new members aged between 50 and 65 have joined this year. It will be important that any mitigating activity includes the 'younger older' age range.</p> <p>Activities such as the work undertaken about 'Dignity in Care' and Gold Standard Frameworks have helped to improve standards for people in residential care. The impact of ceasing this service</p>	

			could have a detrimental impact on the level of improvement of care.	
Geographical location			Borough wide and no disproportionate impact is envisaged.	
Any other equality issue (e.g. people with dependants and/or caring responsibilities or people with a criminal record)			Carers may also be affected by reduction in support for consultation with older people. Many older people are carers although many do not identify with this categorisation. Because GOLD is not a specific carers organisation it is able to raise awareness of these issues. The impact of GOLD not getting funding from the Council in the same way could lead to a reduction in support to family carers in particular.	

Q.2 (a) For whatever reason, does your service treat any group differently from its other service users?

Yes
No

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

(b) What needs to be done to prevent any potentially adverse impact?

Key principles need to be agreed so that whatever future options are chosen for GOLD the negative impacts set out above are mitigated. This may be through including particular activities in specifications for future contracts or grants or through working more closely with other organisations. These options will need to include further impact assessment work with GOLD members and other older people who are members of other organisations. It will also be important that the views of older people who are frail, work or do not belong to groups are taken into account when planning future services. The voice of all aged populations in Darlington needs to be heard and any future work to look at the duty to involve will need to pick up these issues.

Q.3 (a) Do you promote equality within your service? (e.g. through departmental equalities group, innovative marketing or community engagement techniques)

Yes
No

If you have answered 'yes', please give examples of how equality is promoted.

Q.4 Are there any plans in place within your Service to promote equality more effectively?

Yes
No

If yes, please outline what you intend to do (including details, if known, of timescales and areas to be covered, etc.)

Q.5 In the past three years, have you consulted with any of the following groups regarding the delivery of and access to your service?

Group	Yes	No	If yes, please give evidence (Who? When? What were the outcomes)	If no, what consultation do you plan to do and by when?
Racial (inc. culture and nationality)			Not specifically	
Religion or belief			Not specifically	
Gender (inc			Not specifically	

transvestitism, transgender and transsexuality)				
Sexuality (e.g. homosexuality and bisexuality)			Not specifically	
Impairment (e.g. physical and/or mental impairment)			Work has been undertaken to give a voice to frailer older people and in addition to support improvements in residential care. A reading groups has also worked to ensure accessibility of information.	
Age			See above explanation of the proposal.	
Geographical location			No	
Any other status (e.g. people with dependants and/or caring responsibilities or people with a criminal record)			None specifically	

Q.6 Do you train your staff on equality issues?

Yes
No

If you have answered yes: What training is available? Who delivers it? Who receives it?
Yes staff have access to equality awareness training

If you have answered no, what are your plans to deliver training in the future?

Training is currently under review.