

## Appendix 2 – Equality Impact Assessment

Directorate	Adults & Housing	Section	Community Equipment - ICES	<b>Person responsible for the assessment</b>	Megan Davidson / Norma Sterling	<b>Date of the assessment</b>	10 February 2009
Name of the policy to be assessed			Retail Model		<b>Is this a new or existing policy</b>	New proposed model for delivery of community equipment	
1. In what areas are there concerns, that the policy <u>could</u> have a differential impact (please tick)			i. Race	ii. Gender	iii. Disability ✓	iv. Age	v. Sexual orientation
			vi. Religious Belief	vii. Dependents	viii. Offending past	ix. Transgendered or transsexual	
2. What are the concerns that the policy <u>could</u> have a differential impact on relevant groups. Please explain (continue on a separate piece of paper if necessary)			<p>The Retail Model provides more equality than the existing service therefore reducing the differential impact. The Retail Model will enable a greater number of users with daily living needs to be assessed whereas currently only those with Critical and Substantial needs under the FACS criteria are eligible for state-funded equipment.</p> <p>The emerging retail market will also enable self-funders (those who are not entitled to state-funded equipment) to have access to more information and greater choice of equipment where currently there is limited opportunity to serve these users.</p>				
3. What existing evidence (either presumed or otherwise) do you have for this? (continue on a separate piece of paper if necessary)			<p>The Retail Model is a Department of Health initiative that has been piloted in the north-west of London. Evidence collected during the pilot showed an improved quality of service as the Retail Model puts users and carers at the heart. By stimulating a local retail market, users with more simple needs could be referred to retailers to obtain simple equipment, empowering services to focus on users with more complex needs. The Retail Model allowed a greater number of users to be assessed in a shorter amount of time, and they were able to receive the equipment they really wanted, not just the equipment the state could afford.</p> <p>It is expected the same outcomes will apply to Harrow.</p>				
4. What are the risks associated with the policy in relation to differential impact			No risks identified that relate to differential impact.				

<b>5 Please state clearly the expected benefits of the policy</b>			<p>The Retail Model promotes independence and enables self-help by improving access to community equipment services for a broader section of the local population. The Retail Model provides users and carers with more choice and control over how their needs are met.</p> <p>The benefits are aligned to changing government policy around personalisation and choice, and the Adult and Housing Transformation Programme Plan.</p>			
<b>6. Do you approach experts / relevant groups to explore their views on the issues?</b>			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	<b>7. Please list the relevant groups/experts</b>	Milmans – Older People’s User Group Bentley – User Group with Physical Disabilities
<b>8. How was the views of these groups obtained? (please tick)</b>			Letter <input type="checkbox"/>	Meetings <input checked="" type="checkbox"/>	<b>9. Please list the date when each group/expert was contacted</b>	Milmans – 09 February 2009 Bentley – 09 February 2009
<b>10. Please explain in detail the views of the relevant groups/experts on the issues involved (continue on a separate piece of paper if necessary)</b>			The users expressed an interest in the retail model, particularly the benefits around being offered choice – choice of retailers and choice of equipment.			
<b>11. As a result of this assessment is a Full Impact Assessment necessary?</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	<b>12. Date on which the Full Assessment is to be started</b>	To be undertaken as part of the retail model implementation if agreed by Cabinet	<b>13. Date on which the Full Assessment should be completed</b>	To be undertaken as part of the retail model implementation if agreed by Cabinet