

Appendix 2

Equality Impact Assessment

Directorate: People Strategy & Commissioning People (Adults)	
Service: Older People Strategy 2023-26	
Name of Officer/s completing assessment: Vanessa Pugh	
Date of Assessment: 13/9/23	
Name of service/function or policy being assessed: Older People	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Strategy sets out how the Council, working with its partners, will support and encourage carers to manage their own health and wellbeing, and ensure that that right support is known about and available at the right time.</p> <p>The aim of the Strategy is to ensure that Slough is a place Older People can live their best live and where we intervene early to reduce or delay the development of a range of Long Term Conditions e.g Stroke, Cardiac Disease, Dementia, Diabetes, etc.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Delivery of the Older People Action Plan contained within the Strategy will be overseen by a new Older People Steering Group comprising of Older People, Carers, the Co-Production Network, Council officers and other professional stakeholders including representatives from Frimley ICS. It is intended that reporting will take place into the Slough Wellbeing Board.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>The Strategy affects Older People in Slough.</p>

Characteristic	Positive , Negative, Neutral or Unknown Impact	Rationale for Assessment
Age	Positive	Older people. It is intended that the Strategy will have a positive impact upon their lives by supporting individuals to manage their own health and wellbeing needs and to access the right support at the right time.
Disability	Positive	Some Older People will have a disability. The Strategy therefore directly benefits disabled people as it seeks to address and prevent a range of Long Term Conditions and work in an integrated way across the NHS and Social Care e.g development of the Integrated Community Hubs to sign post people for opportunities in the community.
Gender Reassignment:	Positive	The Strategy will benefit all Older People including those who have undertaken gender reassignment.
Marriage and Civil Partnership:	Positive	Many Older People support a partner. The Strategy is likely to have a benefit upon those who are married or in a civil partnership as it will support Older People within their caring roles.
Pregnancy and maternity:	Positive/ Neutral	N/A
Race:	Positive	The Strategy sets out to inclusively understand the difficulties which Older People from black and minority ethnic people can experience. The Strategy should have a positive benefit.
Religion and Belief:	Positive	Older People of any religion and belief should benefit from the Strategy.
Sexual orientation:	Positive	Older People of any sexual orientation should benefit from the Strategy.
Other:	Positive	

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Better support to individuals across all equalities categories to enable Older People to receive the right support at the right time.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>There will be no negative impact.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>There has been a range of engagement activities to support the development of the Strategy including the Priorities. The Strategy contains a commitment to gather further information on the needs of Older People from diverse communities in order that we understand the needs of e.g. intergenerational families in Slough.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The Strategy has been shaped by engagement with Older People. Implementation of the Older People Action Plan will be overseen by a new Older People Steering Group comprising of Older People, Carers, the Co-Production Network, Council Officers, and other professional stakeholders including representatives from Frimley ICS.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>A demonstrable commitment to delivering the strategy should have a positive impact upon community relations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>There are no identified negatives.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Implementation of the Older People Action Plan Oversight by a new Older People Steering Group</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

It is also proposed that progress against the Older People Action Plan is reported through the Slough Wellbeing Board.

Action Plan and

Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Vanessa Pugh
Signed:(Person completing the EIA)

Name:
Signed:(Policy Lead if not same as above)

Date: 13th September 2023