

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Care Provision Quality Assurance Framework
1.2	Summary of aims and objectives of the policy/decision/service/	The quality assurance framework (QAF) sets out how Swindon Borough Council will support and monitor the services commissioned by Adult Social Care. This framework

	project/programme	<p>outlines how we will meet our statutory duty under the Care Act 2014 to monitor the quality of all Adult Social Care services in Swindon, including those we commission. The services we commission are both regulated and non-regulated, and this framework is tailored to monitor quality across all service areas.</p> <p>This framework serves as a guiding document for commissioners, service providers, and stakeholders, outlining the components necessary for effective quality assurance in Adult Social Care. It emphasises the importance of safeguarding adults, promoting their well-being, ensuring that services are responsive to their individual needs and supporting our care providers to deliver the highest quality care, as outlined by our Adult Social Care Strategy . The quality assurance framework reflects the wider missions and values set out by Swindon Borough Council, ensuring we create a better and fairer Swindon, where inequalities are reduced, and residents feel safe. Through robust monitoring and evaluation processes, we can ensure that commissioned services comply with regulatory requirements and deliver good outcomes for the people they support.</p>
1.3	Who is affected by the policy/decision/service/project/programme? <i>(e.g. employees/service users/supplier/contractor)</i>	<ul style="list-style-type: none"> • All people who are supported by a commissioned regulated or non-regulated service. • Informal carers • Staff employed in the Commissioning and Contracts team • Services: <ul style="list-style-type: none"> ○ Supported Housing ○ Residential and Nursing placements ○ Voluntary and Community sector (VCS) ○ Homecare services ○ Extra care services ○ Day services ○ Respite ○ Supported Living ○ Shared lives services ○ Reablement services
1.4	What involvement and consultation has been done in relation to this proposal? <i>(e.g. with relevant groups and stakeholders)</i>	<p>When developing our framework, we gained valuable insights from a variety of care providers and VCS organisations, internal Swindon Borough Council staff, and people with lived experiences to show a holistic picture of good quality services. We used focus groups and surveys, and found several indicators of good quality, the ways in which good quality can, and should be shown, and what is important to people with lived experiences.</p>

		During discussions with people receiving services, it was outlined that good quality care includes having opportunities to learn new skills and get advice from the care providers when needed. Those with lived experience emphasised the importance of having access to a supportive network and creating a community within the organisation they use. These discussions provided a platform to better understand what good quality care looks like from those with lived experience, and to ensure our guiding principles and the Swindon 'I' and Think Local Act Personal 'We' statements are relevant for those with lived experience.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The Commissioning and Quality team will monitor the implementation of the QAF and its impact. Any emerging issues or impacts will be shared at the internal 'Fortnightly Commissioning Leadership Meeting'. In future, it will also be shared directly by commissioned providers via the planned 'Regulated Services Assurance Group' and 'Commissioning Assurance Group'.

Section Two - Protected Characteristics

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Positive	The Care Provider Quality Assurance Framework (QAF) will have a positive impact on people who are, and will be in the future, supported by a regulated or unregulated service commissioned by Adult Social Care. This is because the QAF will support and monitor these services. Through robust monitoring and evaluation processes, we will ensure that commissioned services comply with regulatory requirements and	N/A
Gender Reassignment	Positive		N/A
Marriage or Civil Partnership	Positive		N/A
Pregnancy and Maternity	Positive		N/A
Race	Positive		N/A
Religion or Belief	Positive		N/A
Sexual Orientation	Positive		N/A
Sex (gender)	Positive		N/A
Age	Positive		N/A
Children in Care and Care Leavers	Positive		N/A

		deliver good outcomes for the people they support.	
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Section Three- Evaluation

3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Explanation/Justification There is a possibility that with more robust monitoring of services that those services will be given a quality rating which is lower than expected. However, all services will be fully supported by Swindon Borough Council to make the necessary improvements.
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Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed.	✓	
2. Stop at some point because the data shows bias towards one or more groups		
3. Adapt or change the event in a way which you think will eliminate the bias		
4. Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision.		

Section Four – Record Keeping

Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers:	Yes/Not required
Date Completed	16/12/2024
Review date (if applicable)	

Change Log

Name	Date	Version	Change Made

Responsibilities			
Name of person leading this EqIA	Helen Jones	Date Completed	16/12/2024
Names and roles of people involved in the consideration of impact	Grace Lynch, Director of Commissioning, Improvement and Assurance	Helen Jones, Service Development Manager	
Name of Director signing EqIA	Grace Lynch	Date Signed	30/12/2024