

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

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Adult Service Commissioning Strategy 2025-2028
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>Our vision is to commission services which enable the people we support to have a good life with choice, empowerment and personalisation as set out in our Adult Services Strategy and the Adult Social Care White Paper “People at the Heart of Care” (2021).</p> <p>A draft version of the strategy, has been informed by engagement with the people we support, the public, staff, partner and provider engagement, including the Voluntary and Community Sector. and stakeholder engagement.</p> <p>The final copy of the strategy will be subject to the appropriate level of corporate and political scrutiny before being approved for publication.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	<p>The Adult Services Commissioning Strategy 2025-2028 sets out the strategic priorities for the service for all, our Swindon residents, staff, partners and other key stakeholders.</p> <p>The strategy has been shaped by;</p> <ul style="list-style-type: none"> • What we know about people in Swindon • Adult Services Strategy • The Council plan • The Health and Wellbeing Strategy • The Integrated Care Strategy • Government policy

	<p>Everyone working in or with Adult Services will be affected by this strategy, working to promote and deliver the priorities its sets out.</p> <p>Everyone in Swindon who requires information and advice, or care and support from Adult Services will be affected by this strategy, as it sets out where and how we will commission services within Adult Services.</p> <p>Adult Services is already providing care and support to over 2,000 people in Swindon, and this number is likely to rise as our population increases. The level of service currently being provided will not change because of this strategy.</p> <p>Successful implementation of this strategy will;</p> <ul style="list-style-type: none"> • Increase opportunities to work with people in Swindon as equal partners to inform all we do • Successfully prioritise the growth and development of local services with the capacity to support our Swindon residents. • Ensure more unpaid Carers services are codesigned, to support people to care and have a life of their own • Support more people can stay in their own homes for longer. • proactively seek opportunities to work with Health partners and other Council Services such as Children's, Public Health, Planning, Estates and Assets and Housing to provide integrated all age services. • Promote effective multiagency working in Safeguarding, to keep people safe from harm and abuse. • Commission prevention and community led support and ensure that all commissioned services represent good value for money, to enable long-term sustainable social care provision in Swindon.
--	---

1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	<p>The Adult Services Commissioning Strategy 2025-2028 was subject to public, staff, partner and stakeholder engagement for a 4-week period.</p> <p>People were able to respond electronically (Online) and we also attended team meetings and our Learning Disability Experts by Experience group to collect and discuss feedback face-to-face</p> <p>The Adult Services Commissioning Strategy 2025-2028 easy read documents were Refined as a result of feedback from our Learning Disability Experts by Experience group</p>
------------	--	--

Section two – protected characteristics

Protected characteristic group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give example of any evidence/data used.	Action to address negative impact (for example, adjustment to the proposal)
Disability	Positive	The Adult services Commissioning Strategy will have a positive impact on people who are, and will be in the future, supported by commissioned services within Adult Social Care. This is because the Commissioning Strategy will support and monitor these services. Through robust monitoring and evaluation processes, we will ensure that	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	commissioned services comply with regulatory requirements and deliver good outcomes for the people they support.	N/A
Sex (gender)	Positive		N/A
Age	Positive		N/A
Children in care and care leavers	Positive		N/A

Section three – evaluation

No.	Question	Explanation/justification
3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	We have not, and those engaged and consulted with have not, identified any discrimination or disadvantage that will be caused by the strategy.

No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed	<input checked="" type="checkbox"/>	
2	Stop at some point because the data shows bias towards one or more groups	<input type="checkbox"/>	

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 (for example, 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

Question	Response
Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	25/02/25
Review date (if applicable)	N/A - Review completed after consultation had been completed

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Sophie Hicks	25/02/25

Question	Response
Names and roles of people involved in the consideration of impact	Grace Lynch, Director of Commissioning, Improvement and Assurance Sophie Hicks, Management Graduate Learning Disability Experts by Experience Group Those who responded to online survey (this feedback is anonymous)

Question	Response	Date signed
Name of Director signing EqIA	Grace Lynch	1 st March 2025