

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Intermediate Care Services CF12
Please outline the proposal.	<p>IMCS in Bristol are commissioned by BCC and Bristol Clinical Commissioning Group (BCCG). Social care services are delivered in house under a Memorandum of Agreement and health services are delivered by Bristol Community Health (BCH) under a contract with Bristol CCG. The jointly commissioned services are managed by a partnership board. The main aims of IMCS are to avoid hospital admissions and allow return to a home setting by maximising independence.</p> <p>The proposal is to change the way we deliver IMCS by commissioning an external partner to deliver the services.</p>
What savings will this proposal achieve?	The savings that may be achieved are currently under consideration.
Name of Lead Officer	Mike Hennessey

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
IMCS services are time limited which means there would be no impact on service users if a new provider starts as service users would not need to be transferred.
Please outline where there may be significant negative impacts, and for whom.
Service users may be impacted negatively by the proposal to commission the services as a new external partner may be less likely to work collaboratively with our current partners. This may lead to less joined up services across health and social care. The vast majority of service users are disabled or elderly and so this decision has a high relevance for the public sector equality duty.

Could your proposal impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.

whom.
Please outline where there may be negative impacts, and for whom.
232 staff would be affected by the proposals. By commissioning the service externally there would be negative impacts due to reduction in posts and changes to working hours or locations.

Is a full Equality Impact Assessment required?	
Does the proposal have the potential to impact on people with protected characteristics in the following ways:	
<ul style="list-style-type: none"> • access to or participation in a service, • levels of representation in our workforce, or • reducing quality of life (i.e. health, education, standard of living) ? 	
Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.	Yes
Service Director sign-off and date:	Equalities Officer sign-off and date: 4/10/2016 Anne James Equality and Community Cohesion team Leader