

**Disability Equality Impact Assessment Questionnaire**

<b>Policy/Service/Change being assessed:</b> Income and Payments Restructure	<b>Department:</b>
<b>Person Responsible for Assessment:</b> Heather McQuade	<b>Date of assessment:</b> 26 <sup>th</sup> January 2012

**Brief description of service and to whom provided/available:**

The Income and Payments Restructure Team undertakes Financial reassessments of Service Users for Residential, Short break Stays and non-residential services (including Direct Payments).  
There has been a 0.4 FTE financial Assessment Officer vacancy within the financial assessment team for over a year, The proposal is to delete this post from the establishment.  
The financial assessment team has recently undertaken the LEAN methodology to review its processes which identified this vacancy as a saving (without affecting service delivery).

**Introduction**

This template should be used with the Disability Equality Scheme 2006-2009. Completing this template without following the rest of the disability equality impact assessment process outlined in the Scheme does not comprise a disability equality impact assessment.

If, after reading the guidance, you require further information on how to implement the assessment, please contact Peter Roberts, Social Enterprise Development Manager on 01325 388713

**Q.1 Is your service/policy/change accessible to all disabled people? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.**

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Physical or mobility impairment	X		The Income & Payments team engage with all disabled people regardless of the disability.	
Sensory impairment	X		Please see above.	
Learning disability or mental impairment	X		Please see above.	
Other disabilities and health conditions covered by the Equality Act 2010 (eg. diabetes, HIV, multiple sclerosis, depression and cancer)	X		Please see above.	
Any other disability issue (e.g. frail/vulnerable people, people with mild impairments who do not perceive themselves as disabled, people with multiple impairment)	X		Please see above.	

**Q.2 (a) For whatever reason, does your service treat any group of disabled people differently from its other service users?**

Yes

X

No

**If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.**

**(b) What needs to be done to prevent any potentially adverse impact?**

**Q.3 (a) Do you promote disability equality within your service? (e.g. through departmental equalities group, innovative marketing or community engagement techniques)**

Yes

No

**If you have answered 'yes', please give examples of how equality is promoted.**

The Council has an overall commitment to promote equality of opportunity in all services and policies.

In respect of this proposed policy, in addition to the open "Talking Together" events held at the Dolphin Centre, information has been provided in The Town Crier publications, and on line forums. There has been attendance at local community groups and action groups (ie. DAD) by officers.

**(b) Do you promote positive attitudes towards disabled people? (e.g. through customer care training, cultural issues awareness training, the use of images of disabled people in your publicity material)**

Yes

No

**If you have answered 'yes', please give examples.**

The Council as a whole promotes a positive attitude to disabled people when providing adult social services. Employees are made aware of disability issues and there is mandatory training provided as part of the staff induction process. All Council staff operate within a culture where disability issues such as access to buildings, services and information are well embedded. The Council is committed to ensuring that information is in an easy read format and accessible in various formats and in a wide range of locations. Within Services for People there is a dedicated Public Information Team who lead on the accessibility of all information.

Images of disabled people are used on publicity leaflets  
Equality and cultural training is mandatory for all social care staff

**Q.4 Are there any plans in place within your Service to promote disability equality more effectively?**

Yes  
No

X

**If yes, please outline what you intend to do (including details, if known, of timescales and areas to be covered, etc.)**