

Equalities Screening: Brokerage – Unit Closure				
1.	Brief summary of the above: Brokerage – Unit Closure			
2.	Lead Officer contact details: Bernard Lanigan, Head of Personalisation and Assessment bernard.lanigan@haringey.gov.uk 0208 489 3771			
3.	Date			
	Response to Screening Questions	Yes	No	Please explain your answer. If answering YES but after consideration a full EqlA is not necessary please provide a detailed explanation* for NOT undertaking a full EqlA
4.	Could the proposed policy/project/ function/staff restructuring/major development/planning application or the way it is carried out have an adverse impact on any of the key equalities protected characteristics age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation? Or relations between any equalities groups?		NO	<p>Service Function no longer required, redesigned care pathway whereby service are procured in partnership with individual resident or their representative. Although the proposal is to close the Brokerage Unit, there will be adverse employment implications as all 6 but one of the employees have taken voluntary redundancy are already left. The remaining employee will be put in the redeployment pool if Members approve the proposal.</p> <p>The closure of the Brokerage Unit has resulted in a new business process which will improve the Council's service offer to residents.</p> <p>We believe the impact on service users will be possible as they will be able to determine their own priorities and tailor how their personalised budgets are spent to meet their needs. This will afford them the independence to make their choices.</p>
5.	Is there any indication or evidence		No	Redesigned care pathway will allow for a more person centred approach

*NB This explanation **MUST** be included in the Equalities comments in all subsequent reports relating to this issue.

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	(including from consultation with relevant groups) that different groups have or will have different needs, experiences, issues and priorities in relation to the particular policy/project/function/major development/planning application? Or do you need more information?			working with the resident to procure the appropriate services. All the service users, whatever their equality protected characteristics they share will have the benefits described in response to 4 above, so no group will suffer any adverse effects.
6.	If there is or will be an adverse impact, could it be reduced by taking particular measures?		N/A	No adverse effects are anticipated for or by any groups and none identified during that local consultations that have taken place on the personalisation policy
7.	By taking particular measures could a positive impact result?		N/A	
8.	As a result of this screening is a full EqIA necessary?		No	By virtue of the responses to 4, 5, and 6 above, we do not believe that a full equality impact assessment is required.

Signed off by Lead Officer: _____

Name: Bernard Lanigan

Designation: Head of Personalisation and Assessment

Date: 11th May 2011

Checked by: Inno Amadi



Signature: _____

Designation: Senior Policy Officer

Policy, Equalities and Partnerships Team

Date: 13 May 2011