



Please summarise relevant findings from your research/consultation:

- The 3C's approach appears to be working not only within WCC, but with the other LA's that we have sought benchmarking information. This information will be used in conjunction with other future stakeholder engagement sessions. WHCT are engaged and working with the WCC to develop the 3Cs approach.
- The staff engagement sessions in October, November and January highlighted concerns about processes, policies and practices. Prior to April 2019 the changes are intended to be minimising a soft launch approach for the LD service, and OAMH will be integrated into Area Teams. Further WHCT and WCC staff engagement sessions, and training is planned after 1 April 2019 to minimise any potential negative impact upon staff and service users.
- The research conducted about the potential negative impact on service users has been alleviated following the mitigating action to amend the project scope

Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an



	Expressions of Interest will be considered for the posts within AMH, again response received will determine whether a competitive process is neces
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	<p>Yes</p> <p>If yes, please explain your reasons: As indicated above, the amended proposals are considered justified as there is no intended adverse impact identified and changes to the proposed project have been amended to mitigate any negative impact</p>
Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty ?	<p>Please indicate which of these aims are achieved through this policy:</p> <ol style="list-style-type: none"> 1. Removing or minimising disadvantages suffered by people due to their protected characteristics. 2. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people. 3. Encouraging people from protected groups to participate in public life or other activities where their participation is disproportionately low. <p>Please explain how the policy contributes to achievement of any aims you have selected: The expectation is that the amended proposals will result in a primarily a change in line management. Consequently, service users will receive a seamless transition that is essentially business as usual with minimal impact in the services they receive, which are Care Act 2014 compliant.</p>
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. 2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it. 3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it. 	

Stage 4 - Action plan ning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:





Completing Officer: