## Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	The Domiciliary Care Recover at Home Service is a registered service with the Care Quality Commission, providing a number of county wide interventions.		
	The service provides a response to vulnerable adults, mainly older people, in the following way:		
	Promoting Independence – Rehabilitation at home service to restore independent living Discharge to Assess – supporting hospital discharges Service of Last Resort – short-term mainstream service Side by Side – mainstream domiciliary care service		
	These interventions require care and support to be organised, coordinated and communicated from a call centre through to front line workers.		
	This is done by a team of Co-ordinators working across different aspects of the service using a CM2000 scheduling system.		
Is this a new or an amended policy?	Amended		
Does the policy form part of a wider programme which has already been screened for equality relevance?	No		

## Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	The service will be changed through the implementation of		
	a new, upgraded rostering system, which will include the following		
	positive benefits:		



Improved scheduling functionality, which will allow for realtime communication with all front-line staff through mobile technology Maximising direct



equipment/ increased productivity/travel costs.

The necessity to provide accurate information for future service development and quality assurance purposes, the



research/consultation:	and introducing a call centre Team Leader role
------------------------	------------------------------------------------

Positive

## Stage 3 - Assessing the equality impact of the policy

Adverse

Protected characteristic

Age

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

~

Neutral

Disability			~	
Gender reassignment			~	
Marriage and civil partnership	口		<u> </u>	
Pregnancy and maternity			<u> </u>	
Race			<u> </u>	
Religion and belief			<u> </u>	
Sex			7	
Sexual orientation			<b>V</b>	
Diagon provide details of a	.II			'
Please provide details of a positive and adverse impa have identified:				
Where possible please include numbers likely to be affected:				
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?  Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty?		policy: Please exp aims you has Services m	All lain how the ave selecte anagement	of these aims is achieved through this e policy contributes to achievement of any d: The restructure of Provider posts will follow a fair and transparent delivery o1JET2岁DC qET2約初4(n)206)2(》)



Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:	Stephen Brotherton	06/01/2017
Lead Officer:	Stephen Brotherton	06/01/2017
Service Manager:	Stephen Brotherton	06/01/2017