

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Catherine Smith-Ivory
<b>Directorate:</b>	Community Wellbeing and Social Care Directorate
<b>Date of Completion:</b>	3rd May 2019

### Name of Policy/Strategy/Service/Function Proposal

Adult Social Care Service Redesign

### The Aims, Objectives and Expected Outcomes:

The service redesign is not introducing a new function for adult social care. The suggestion is to streamline services across the whole of adult operations to provide an excellent entry level into ASC, better outcomes for customer journey, improve quality and efficiencies and create more resilient and robust services.

The transformation will use a strength based approach with a focus on using the community and the residents as co-producers in developing a model of asset based outcomes with an emphasis on developing individual potential to meet wellbeing. Key to the transformation process ASC will look to improve decision making at all levels but in particular consultant practitioners, teams leaders and managers. This will not be achieved in a silo, but with a dynamic outreach towards integration and joint pathways with NHS colleagues. This will be seen moving forward in the development of joint co-located MDT teams with learning disability and mental health.

Please delete as appropriate:

- This is a proposal to redesign Adult Social Care's service delivery

## Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes – individuals all have specific needs
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	Changes will impact on operational resilience and delivery and will ensure vulnerable people are supported and protected.
Disability			X	
Gender Reassignment			X	
Marriage & Civil Partnership			X	
Pregnancy & Maternity			X	
Race			X	
Religion / Belief			X	
Sex (male / female)			X	
Sexual Orientation			X	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	
<p>The implementation of the new redesign will enhance opportunities for equality by ensuring all adult social care staff are considered and consulted during the transformation period.</p> <p>Working with partner agencies and voluntary organisations will present an opportunity to strengthen the range of available information and advice that supports people leading fulfilling lives. It promotes independence through early prevention, developing the potential in others, encouraging self-help and using the strength of the Island community.</p>	

Evidence Considered During Screening
<ul style="list-style-type: none"> <li>• <a href="#">Care Act 2014</a></li> <li>• Adult Social Care's <a href="#">Care Close to Home Strategy</a></li> <li>• <a href="#">Social Care Institute for Excellence (SCIE) – Transforming Care and Support</a></li> <li>• <a href="#">Croydon Asset Based Community Development (ABCD) Pilot Project</a></li> <li>• <a href="#">RiPFA – Apply strengths-based approaches to your practice</a></li> </ul>

Head of Service Sign off:	Mark Howe
Advice sought from Legal Services (Name)	Garion Bird
Date	3 <sup>rd</sup> May 2019

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	Catherine Smith-Ivory
<b>Directorate:</b>	Community Wellbeing and Social Care Directorate
<b>Date of Completion:</b>	3 <sup>rd</sup> May 2019

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The transformation will use a strength based approach with a focus on using the community and the residents as co-producers in developing a model of asset based outcomes with an emphasis on developing individual potential to meet wellbeing. Key to the transformation process ASC will look to improve decision making at all levels but in particular consultant practitioners, teams leaders and managers. This will not be achieved in a silo, but with a dynamic outreach towards integration and joint pathways with NHS colleagues. This will be seen moving forward in the development of joint co-located MDT teams with learning disability and mental health.

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### Scope of the Equality Impact Assessment

Adult Social Care (ASC) are committed to meeting its obligations in the way it supports adults in receipt of social care services and demonstrates an ongoing commitment to person-centred and personalised outcomes for individuals by:

- Ensuring individuals can access and make best use of information and resources from the Council, its partner agencies and broader support networks in the community
- Enabling and empowering individuals to make their own lifestyle choices, in their own best

interests and to determine their own preferred outcomes in relation to their support needs.

- Isle of Wight NHS Trust, including Mental Health Services, integrated complex discharge team
- ICT / PARIS
- Learning Disability
- Financial Services
- Single Point of Commissioning
- Commissioning
- Housing
- Training and development
- Communications / web team
- Continuing Healthcare
- Living Well (including Age UK IW, Carers IW, People Matter IW and the Way Forward).
- Finance Services and Business Support
- Human Resources
- SPOC team
- PA Noticeboard team
- User-led organisation People Matter gain feedback from residents, families, carers and support network
- Unison will be kept updated throughout the process and attend any meetings are requested by members.

The service redesign supports the Care Act 2014 and ASC's Care Close to Home strategy to promote and encourage independence and people living in their own homes for as long as possible. It will ensure better outcomes for individuals who may not need to use adult social care services.

The redesign engages with partners to maximise integrated working and will ensure vulnerable people are supported and protected to tell their story once. It will strengthen Adult Social Care's delivery in all areas to improve the customer's journey. Working with partner agencies and voluntary organisations will present an opportunity to strengthen the range of available information and advice that supports people leading fulfilling lives. It promotes independence through early prevention, developing the potential in others, encouraging self-help and using the strength of the Island community.

## Analysis and assessment

All staff will be upskilled and trained, including coaching and mentoring to create a more skilled workforce.

**Social Workers will require a 3:1 ratio of administration**, taken from current workforce to reduce the time spent on administrative tasks rather than social care core responsibilities.

The skills profile and competency framework will be updated in order to place the right person in the right job, according to qualifications, experience and skills mix.

No redundancies are anticipated. The redesign may present opportunities to develop staff or transfer into other departments as the transformation develops.

## Recommendations

It is recommended to change to streamline the current structure and deliver as part of a two-phased approach.

## Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive impact	No	N/A	As above
Disability	Positive impact	No	N/A	As above
Gender Reassignment	Positive impact	No	N/A	As above
Marriage & Civil Partnership	Positive impact	No	N/A	As above
Pregnancy & Maternity	Positive impact	No	N/A	As above
Race	Positive impact	No	N/A	As above
Religion / Belief	Positive impact	No	N/A	As above
Sex (male or female)	Positive impact	No	N/A	As above



Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sexual Orientation	Positive impact	No	N/A	As above
HR & workforce issues	None	No	N/A	As above
Human Rights implications if relevant	Positive impact	No	N/A	As above
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

**Summary****Date of Assessment:**3<sup>rd</sup> May 2019**Signed off by Head of Service/Director**

Carol Tozer

**Review date**

May 2020

**Date published**

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