

## EQUALITY IMPACT ASSESSMENT

## Review of Social Work Teams

Reference: EIA000213

Date: 22/01/2024

 **RESET** **RESHAPE** **RESTART**

**EIA Form – About your EIA**

Reference number	EIA000213
Date Submitted	22/01/2024
Subject of the EIA	Review of Social Work Teams
Brief description of the policy, service or function covered by the EIA	The ASC directorate's savings target is 21.9million for 2024/25. This may have an impact on waiting lists and assessment time frames, this could have a minimal impact across all protected characteristics. As the Adult Social Care directorate provides services for citizens with a disability who are 18+ with disabilities, mental health needs and older people this initiative could have a disproportionate impact on these two protected characteristics. A table showing the reductions can be found in the monitoring section of the form.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-03-04

**Directorate, Division & Service Area**

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Community and Operations
Service area	Community and Operations
Budget Saving	Yes

**Officers**

What is the responsible officer's email address?	Atrin Conway
What is the accountable officer's email address?	John Z Williams

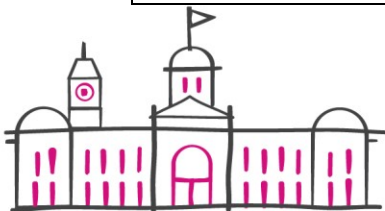
**Data Sources**

Data sources	["Oracle"]
Data source details	Oracle for staff data.

**Protected Characteristics**


**Protected Characteristic – Age**

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>Data showing: Service Users</p> <p>Individual Service Users</p> <p>Where Funding Responsibility is not Transitions, Specialisms, Mental Health or Hospitals Discharge</p> <p>AGE BAND Count Percentage</p> <p>18-24 95 0.8%</p> <p>25-34 758 6.4%</p> <p>35-44 957 8.1%</p> <p>45-54 1134 9.6%</p> <p>55-64 1722 14.5%</p> <p>65-74 1624 13.7%</p> <p>75-84 2851 24.1%</p> <p>85+ 2696 22.8%</p> <p>Grand Total 11837</p> <p>Citizen with conversation 1/2/3/Short term intervention/open case/support planning/review forms, where work is assigned to a constituency team.</p> <p>AGE BAND Count Percentage</p> <p>18-24 69 2.4%</p> <p>25-34 236 8.2%</p> <p>35-44 230 8.0%</p> <p>45-54 270 9.3%</p> <p>55-64 428 14.8%</p> <p>65-74 419 14.5%</p> <p>75-84 675 23.3%</p> <p>85+ 565 19.5%</p> <p>Grand Total 2892</p> <p>Most of the citizens in receipt of our services are 45+ with a large proportion (23%) within the age bracket 75-84. A potential increase in waiting lists for referrals and reviews will disproportionately impact this age group. The increased waiting time could lead to a further deterioration in individuals' physical disabilities. Cases deemed as moderate could become acute.</p>



<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>We will strengthen our first point of contact (advice and referral) to ensure that our officers can sign post citizens to relevant agencies, such as community assets and NNS. There are well established community assets within the local community that specialise in older adults, these services can be utilised by citizens. We will continue to implement trusted assessor initiatives by the Occupational Therapy service across community assets. This allows citizens to obtain minor adaptations and equipment without going through social service's waiting lists, avoiding their physical disabilities from further deteriorating whilst waiting for a social work assessment. We should look to create pathways with our NHS partners and GP surgeries to support us in reviewing the health needs of our older adults. This includes both mental and physical needs.</p>
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#### Protected Characteristic – Disability

<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the disability characteristic</p>	<p>There might be an increase waiting time in assessing/reviewing citizens with physical disabilities, this can lead to a potential impact on mental and physical health and an overall deterioration in health of individuals.</p>
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>We will strengthen our first point of contact (advice and referral) to ensure that our officers can sign post citizens to relevant agencies, such as community assets and NNS. We will continue to implement trusted assessor initiatives by the Occupational Therapy service across community assets. This allows citizens to obtain minor adaptations and equipment without going through social service's waiting lists, avoiding their physical disabilities from further deteriorating whilst waiting for a social work assessment. We should look to create pathways with our NHS partners and GP surgeries to support us in reviewing the health needs of our older adults. This includes both mental and physical needs.</p>

#### Protected Characteristic – Sex

<p>Does this proposal impact citizens based on their Sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What Sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>



Please describe the impact to the Sex characteristic	Some impact is anticipated across all the protected characteristics as an increase in waiting times for assessments will impact a wide and diverse demographic. Although, it is highly unlikely that this will have a disproportionate impact on this protected characteristic.
How will you mitigate against any negative impact to the Sex characteristic?	Under existing arrangements, assessments and review of care packages will continue. Nonetheless, over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted by this review. This EIA will be monitored and updated accordingly.

### Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	Some impact is anticipated across all the protected characteristics as an increase in waiting times for assessments will impact a wide and diverse demographic. Although, it is highly unlikely that this will have a disproportionate impact on this protected characteristic.
How will you mitigate against any negative impact to the gender reassignment characteristic?	Under existing arrangements, assessments and review of care packages will continue. Nonetheless, over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted by this review. This EIA will be monitored and updated accordingly.

### Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	Yes
What legal marital or registered civil partnership status will be impacted by this proposal?	["Single", "Never married and never registered a civil partnership", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]



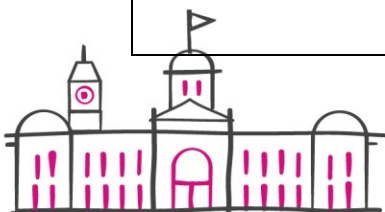
Please describe the impact to the marriage and civil partnership characteristic	Some impact is anticipated across all the protected characteristics as an increase in waiting times for assessments will impact a wide and diverse demographic. It is important to note that individuals in relationships where their partner has caring needs will be impacted. A potential delay in assessments, can lead to deterioration of health for partners with caring needs. It can also have a socio-economic impact
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	We will strengthen our first point of contact (advice and referral) to ensure that our officers can sign post citizens to relevant agencies, such as community assets and NNS. We will continue to implement trusted assessor initiatives by the Occupational Therapy service across community assets. This allows citizens to obtain minor adaptations and equipment without going through social service's waiting lists, avoiding their physical disabilities from further deteriorating whilst waiting for a social work assessment.

### Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Some impact is anticipated across all the protected characteristics as an increase in waiting times for assessments will impact a wide and diverse demographic. Although, it is highly unlikely that this will have a disproportionate impact on this protected characteristic.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Under existing arrangements, assessments and review of care packages will continue. Nonetheless, over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted by this review. This EIA will be monitored and updated accordingly.

### Protected Characteristic - Ethnicity and Race

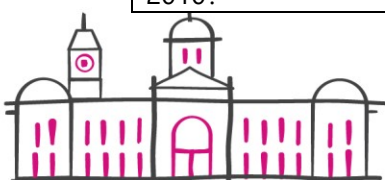
Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]



<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>Some impact is anticipated across all ethnicities However it is important to note that the largest proportion of our citizens are white, with the second largest cohort belonging to those identifying as British Asian/Asian, the potential delay in assessment/service will have an impact on the quality of life of citizens.</p> <p>White 7301 61.7%          Asian/Asian British 1969 16.6%          Black/Black British/Caribbean or African 1570 13.3%          Mixed or Multiple Ethnic Groups 155 1.3%          Other Ethnic Group 172 1.5%          Refused 19 0.2%          Not Recorded 651 5.5%</p> <p>ETHNICITY Count Percentage          White 1430 49.4%          Asian/Asian British 502 17.4%          Black/Black British/Caribbean or African 315 10.9%          Mixed or Multiple Ethnic Groups 41 1.4%          Other Ethnic Group 55 1.9%          Refused 9 0.3%          Not Recorded 540 18.7%</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>We will strengthen our first point of contact (advice and referral) to ensure that our officers can sign post citizens to relevant agencies, such as community assets and NNS. We will continue to implement trusted assessor initiatives by the Occupational Therapy service across community assets. This allows citizens to obtain minor adaptations and equipment without going through social service's waiting lists, avoiding their physical disabilities from further deteriorating whilst waiting for a social work assessment.</p>

**Protected Characteristic - Religion or Beliefs**

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
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What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	Some impact is anticipated across all the protected characteristics as an increase in waiting times for assessments will impact a wide and diverse demographic. Although, it is highly unlikely that this will have a disproportionate impact on this protected characteristic.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Under existing arrangements, assessments and review of care packages will continue. Nonetheless, over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted by this review. This EIA will be monitored and updated accordingly.

### Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	Some impact is anticipated across all the protected characteristics as an increase in waiting times for assessments will impact a wide and diverse demographic. Although, it is highly unlikely that this will have a disproportionate impact on this protected characteristic.
How will you mitigate against any negative impact to the sexual orientation characteristic?	Under existing arrangements, assessments and review of care packages will continue. Nonetheless, over time, data must be monitored to seek trends to analyse whether any protected characteristics have indirectly been impacted by this review. This EIA will be monitored and updated accordingly.





**Monitoring**

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Regular monitoring and reviewing of waiting lists will be undertaken to identify and mitigate any potential negative impact any protected characteristic, due to this proposal. Monthly meetings held between Heads of Services and director. Should any trends occur, SMT will consider concrete ways to address any potential biases in systems indirectly caused by views /actions of individuals.</p> <p>We will strengthen our first point of contact (advice and referral) to ensure that our officers can sign post citizens to relevant agencies, such as community assets and NNS. We will continue to implement trusted assessor initiatives by the Occupational Therapy service across community assets. This allows citizens to obtain minor adaptations and equipment without going through social service’s waiting lists, avoiding their physical disabilities from further deteriorating whilst waiting for a social work assessment</p> <p>The service will reduce the number of practioners captured in the below table.</p> <p>Proposed Savings Grade No of Posts</p> <p>Family Group Conferencing 5 1 4 7 Social Care Practitioners and</p> <p>Senior Social Care Practitioners 4 5 3 30 Social Workers 4 10 TOTAL 53</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>John Z Williams</p>

