

Title of proposed EIA \*

High Level Target Operating Model /Early Intervention and Prevent

Please provide the title of your policy or service area.

Reference No

EQUA858

Please do not amend. A reference number will automatically be applied once the form is saved.

EA is in support of \*

New Function

Review Frequency \*

Annually

Please select how regularly you plan to review the assessment.

Date of first review \*

08/12/2022



Based on the review frequency, please enter the date when your first review will take place.

Directorate \*

Adults Social Care

Division

Commissioning

Service Area

Prevention and Community Assets

Please add if applicable

Responsible Officer(s) \*

Kalvinder Kohli x

This is the person responsible for completing, submitting and reviewing the assessment. If you get the message 'The user does not exist or is not unique'. Please enter the full email address.

Quality Control Officer(s) \*

Gordon Strachan x

This is the person responsible for checking the quality of the assessment. If you get the message 'The user does not exist or is not unique'. Please enter their full email address.

Accountable Officer(s) \*

Kalvinder Kohli x

This is the person responsible for making the final decision on the EIA and the policy, plan, procedure etc. If you get the message 'The user does not exist or is not unique'. Please enter their full email address.

Purpose of proposal \*

Corporate Initiative on behalf of CLT

Data sources

- ☐ Survey(s)
- ☐ Consultation Results
- ☐ Interviews
- ☐ relevant reports/strategies
- ☐ Statistical Database (please specify)
- ☐ relevant research
- ☒ Other (please specify)

What sources of data have been used to produce the screening of this policy/proposal? (Please tick all that apply)

Please include any other sources of data

- 1.Cabinet Report 19<sup>th</sup> January 2021 Investing in our Future: What Birmingham City Council needs to do next: 2021 to 2026
- 2) City Help and Support Handbook and Outline Business Case 2021
- 3) Cabinet Report 21 July 2020 – Initial Analysis of Impact of Covid-19 on Birmingham's Communities
- 4 Cabinet Report 9th Feb 2021 Covid-19 – Update on evaluation of impact and recovery planning.
- 5) Birmingham City Council Levelling Up Strategy February 2022

Include how any potential negative impact be removed or mitigated.

Protected characteristic: Age \*

- ☒ Service Users / Stakeholders
- ☒ Employees
- ☒ Wider Community
- ☐ Not Applicable

Please select those directly impacted or affected.

Age details:

The High level Target Operating Model takes a Whole Life Course Approach recognising that the role of early intervention and prevention must start at birth through the life course of individuals.

The detailed design phase will take into account the customer journeys of different age profiles and intersectionality.

At this stage of the EIA, it is envisaged that the future target operating model will have a positive impact upon of citizens of all ages.

However, this will be reviewed at each stage of the detailed design work. A dedicated workstream will be created to engage with citizens across the life course. The workstream specification will include the requirements to ensure representation from our diverse communities.

The overall model proposes locality working as a way forward. We will utilise existing demand and needs data across the 10 constituencies to ensure that place based needs are represented in our thinking. Where communities of interest exist we will work to ensure their specific needs are also included.

As part of the risk management of the detailed design work for the new Target Operating Model, an Equality Risk Log will be developed to oversee each aspect of the design and proposed delivery model.

At this stage, it is not possible to identify the detailed impact upon employees, this will form part of the detailed design work as set out in the Cabinet Report.

Again, the intended impact is positive, staff will be provided with additional training, tools and resources to deliver strength based conversations. Learning from other local authorities and our own directorates within BCC where this has demonstrated greater levels of job satisfaction.

In terms of wider communities, the proposed locality model, which utilises a range of mechanisms by which our citizens can contact us, providing greater awareness of resources and assets on people's door steps will support the wider agenda of more vibrant communities. Again the intended benefits at this stage of the Target Opearing Model are positive.

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are

Protected characteristic: Disability \*

Disability details:

negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

- ☒ Service Users / Stakeholders
- ☒ Employees
- ☒ Wider Community
- ☐ Not Applicable

Please select those directly impacted or affected.

As above as age

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristic: Sex \*

Gender details:

- ☒ Service Users / Stakeholders
- ☒ Employees
- ☒ Wider Community
- ☐ Not Applicable

Please select those directly impacted or affected.

As Above Re Age

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristic: Gender Reassignment \*

☐ Service Users / Stakeholders

Protected characteristics: Gender reassignment

Gender reassignment details:

☒ Service Users / Stakeholders

☒ Employees

☒ Wider Community

☐ Not Applicable

Please select those directly impacted or affected.

As Above

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Marriage and Civil Partnership \*

Marriage and civil partnership details:

☒ Service Users/ Stakeholders

☒ Employees

☒ Wider Community

☐ Not Applicable

Please select those directly impacted or affected.

As Above

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated.

Protected characteristics: Pregnancy and Maternity \*

☒ Service Users / Stakeholders

☒ Employees

☒ Wider Community

☐ Not Applicable

Please select those directly impacted or affected.

Pregnancy and maternity details:

As above-in relation to age

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Race \*

☒ Service Users / Stakeholders

☒ Employees

☒ Wider Community

☐ Not Applicable

Please select those directly impacted or affected.

Race details:

As Above

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Religion or Beliefs \*

☒ Service Users / Stakeholders

☒ Employees

☒ Wider Community

☐ Not Applicable

Please select those directly impacted or affected.

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Religion or beliefs details:

As Above

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Protected characteristics: Sexual Orientation \*

- ☒ Service Users / Stakeholders
- ☒ Employees
- ☒ Wider Community
- ☐ Not Applicable

Please select those directly impacted or affected.

Sexual orientation details:

As Above

For the selected characteristics, please add further details. Describe the potential positive and negative impact of the policy or service and how any negative impacts will be mitigated. Describe who is affected, how they are affected and any additional comments.

Socio-economic impacts

There are positive impacts for both citizens and communities. This includes more resilient citizens and communities. This will be explored further as part of the detailed design.

Please indicate any actions arising from completing this screening exercise.

Not applicable.



Please indicate whether a full impact assessment is recommended

NO ▾

If yes, please continue to complete the remaining questions. If no, please go to the quality control section below.

What data has been collected to facilitate the assessment of this policy/proposal?

What are the main findings from the analysis of the data?

Who was consulted, what are the results of the consultation exercise?

Based on the analysis of the data does the policy/proposal have any adverse impact?

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

Can the policy/proposal be modified to reduce or eliminate any adverse impact? on any particular group(s)?

How will the effect(s) of this policy/proposal on equality be monitored?

What data is required in the future?

Please describe the data needed to ensure effective monitoring of this policy/proposal?

Are there any adverse impacts on any particular group(s)

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

Please give details on any initial assessment carried out. For a full assessment please complete the rest of the form. AS OF 29/11/2018 YOU ARE NO LONGER REQUIRED TO COMPLETE THIS BOX.

Consulted People or Groups

AS OF 29/11/2018 YOU ARE NO LONGER REQUIRED TO COMPLETE THIS BOX

Informed People or Groups

AS OF 29/11/2018 YOU ARE NO LONGER REQUIRED TO COMPLETE THIS BOX

Summary and evidence of findings from your EIA \*

**You can't leave this blank.** Please add any documents including any consultation or engagement findings. Attach any source data using the attachment button above. Please include how you will mitigate against any negative impacts.

QUALITY CONTORL SECTION

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Submit to the Quality Control Officer for reviewing?

☒

Please tick this box and 'Save' the document once you have finished. Your nominated Quality Control Officer will by notified to review the assessment and decide whether it can proceed for approval or reject it.

Quality Control Officer comments

The intended impact of the high level operating model at this stage of the process are positive, with no adverse impacts on citizens with protected characteristics.

Please untick 'Submit to quality control officer box' before saving.

Decision by Quality Control Officer

Proceed for final approval ▼

IMPORTANT: Quality Control Officer - Please untick the above box 'Submit to the Quality Control Officer for reviewing?' before provide your decision.

Submit draft to Accountable Officer?

☒



Quality Control Officers only - Please tick the box when you are happy for the assessment to be submitted for approval.

Decision by Accountable Officer

Approve ▼

IMPORTANT: Accountable Officer - Please untick the above box 'Submit draft to Accountable Officer' before providing your final decision.

Date approved / rejected by the Accountable Officer

16/02/2022 

Reasons for approval or rejection

The intended impact of the high level operating model at this stage of the process are positive, with no adverse impacts on citizens with protected characteristics.

Please print and save a PDF copy for your records



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