

Title of proposed EIA	Co-produced Review of Day Care post-pandemic
Reference No	EQUA1108
EA is in support of	New Strategy
Review Frequency	Six Months
Date of first review	25/09/2023
Directorate	Adults Social Care
Division	Commissioning
Service Area	Day Opportunities
Responsible Officer(s)	<input type="checkbox"/> John Freeman
Quality Control Officer(s)	<input type="checkbox"/> Alison Malik
Accountable Officer(s)	<input type="checkbox"/> Temitope Ademosu
Purpose of proposal	<p>This Equality Assessment briefly describes the approach to co-producing the recent review of day opportunities post-pandemic and assesses the proposal to develop further co-production..</p>
Data sources	Other (please specify)
Please include any other sources of data	findings from review of day opportunities - November 2022
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	0
Protected characteristic: Age	Service Users / Stakeholders
Age details:	<p>The Council currently arranges a range of day opportunities for younger and older adults, including those with mental, physical, sensory and learning disabilities. Attention will be paid to ensuring that adults are not excluded from accessing, if interested, opportunities to be active in the co-production programme because of age.</p> <p>Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand).</p>

Protected characteristic: Disability

Disability details:

Service Users / Stakeholders

The Council currently arranges a range of day opportunities for younger and older adults, including those with mental, physical, sensory and learning disabilities. Attention will be paid to ensuring that adults are not excluded from accessing, if interested, opportunities to be active in the co-production programme because of disability.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristic: Sex

Gender details:

Service Users / Stakeholders

Currently there is day care provision available that is gender specific to address cultural and religious needs. Attention will be paid to ensuring that adults are not excluded from accessing, if interested, opportunities to be active in the co-production programme because of their gender.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristics: Gender Reassignment

Gender reassignment details:

Service Users / Stakeholders

All day opportunities support and

services, will continue to be respectful and sensitive to specific needs related to this characteristic in line with The Equality Act 2010. Attention will be paid to ensuring that adults are not excluded from accessing, if interested, opportunities to be active in the co-production programme because of their gender identity.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Service Users/ Stakeholders

The opportunity to engage in the proposed programme of co-production will not have an adverse impact on adults accessing day opportunities with regard to marital status.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristics: Pregnancy and Maternity

Pregnancy and maternity details:

Service Users / Stakeholders

The opportunity to engage in the proposed programme of co-production will not have an adverse impact on adults accessing day opportunities with regard to anyone who might be pregnant.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristics: Race

Race details:

Service Users / Stakeholders

Currently there is provision available for adults, predominantly older adults, which is specific to Asian, Caribbean and Chinese communities. 40% of day care service users generally are from Black, Asian and minority ethnic groups.

The opportunity to engage in the proposed programme of co-production will not have an adverse impact on adults accessing day opportunities with regard to their race/ethnic identity.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Service Users / Stakeholders

The opportunity to engage in the proposed programme of co-production will not have an adverse impact on adults accessing day opportunities with regard to their religion or beliefs.

Planning for co-production will take into account a range of practical issues

– timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand)

Protected characteristics: Sexual Orientation

Sexual orientation details:

Service Users / Stakeholders

The opportunity to engage in the proposed programme of co-production will not have an adverse impact on adults accessing day opportunities who identify as LGBT+.

Planning for co-production will take into account a range of practical issues – timing, transport, dietary needs for refreshments, accessibility of venues, access to personal care facilities. Consideration will be given to ensuring diversity of communication (easy read/interpreters/language needs/written and spoken/ appropriate to capacity to understand).

Socio-economic impacts

None

Please indicate any actions arising from completing this screening exercise.

None

Please indicate whether a full impact assessment is recommended

NO

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

Demographic data

Social care client data

Consultation analysis

The issues that will be explored as part of the proposed co-production programme were identified through the recent review of day opportunities which engaged with 429 individuals. Over 250 (63%) were people who either use adult day opportunities services attend

day opportunities services, attend special schools or colleges or are informal carers and families.

Adverse impact on any people with protected characteristics.

Day Opportunities services benefit approximately 1600 citizens with a wide range of support needs, including older people, people with learning disabilities, autism, dementia, physical disability and people with mental ill health across the city. The citizens come from diverse backgrounds with regard to the protected characteristics.

The co-production approach used for the recent review of day opportunities was inclusive and consideration was given to the individual support needs and potential barriers to participation of the co-production volunteers. The same approach will be applied in the proposed co-production moving forward so that any identified potential adverse impact can be mitigated against.

Could the policy/proposal be modified to reduce or eliminate any adverse impact? Regular review of the co-production programme will ensure that any adverse impact is reduced or eliminated.

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

Any proposed actions post-Cabinet will be monitored to ensure that they are compliant with the Equality Act 2010 and all relevant social care legislation.

What data is required in the future?

There will ongoing monitoring of both co-production volunteers and participants in the co-production activity.

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

No

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

The approach taken for the co-production of the review of day opportunities proved to be effective. It was inclusive and considered the

needs of a range of individuals to prevent adverse impact. The same approach will be used moving forward so there is not a requirement to proceed to a full EA.

Consulted People or Groups

Adult Social Care Management Team, Commissioning Management Team, relevant business partners and the Cabinet Member for Adult Social Care and Health were consulted on about the recommendations in the Cabinet Report.

Informed People or Groups

The Cabinet Member for Health and Social Care, Opposition Group Leaders, Chair of Health and Social Care Overview and Scrutiny Committee are briefed regularly.

Summary and evidence of findings from your EIA

In line with the council's duty under the Equality Act 2010 day opportunities have specific relevance to the protected characteristics of disability, race, gender and age.

In December 2021 a report was approved by Cabinet to commission a co-production partner to support the delivery of a review of day opportunity services in the light of the pandemic and any lasting impact, at least 12 months after services were re-opened.

Following a procurement exercise facilitated by Corporate Procurement Service, RedQuadrant was commissioned in April 2022 as Co-production partner leading the independent co-produced review which took place in November 2023. The full independently produced report of the Co-Produced review will be presented as Appendix One of the

be presented as Appendix One of the Cabinet Report.

Feedback from the co-production volunteers, The Empowering People Team, about how the opportunity to co-produce had impacted on them included:

- 'I realised my voice matters'
- 'I felt worthwhile doing this'
- 'We were treated as equals'
- "Doing this has made me think about what I say and how I say it, so people listen to me more"

It is intended that this will be replicated in future co-production activity.

This Equality Assessment will be reviewed. Any specific needs or support related to the protected characteristics will be addressed accordingly.

QUALITY CONTORL SECTION

Submit to the Quality Control Officer for reviewing?

Quality Control Officer comments

Decision by Quality Control Officer

Submit draft to Accountable Officer?

Decision by Accountable Officer

Date approved / rejected by the Accountable Officer

Reasons for approval or rejection

Please print and save a PDF copy for your records

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Last modified at 01/04/2023 12:46 PM by Workflow on behalf of ☐ John Freeman

No

submit for approval

Proceed for final approval

Yes

Approve

31/03/2023

This is accurate and covers all key points. This is ready to submit for approval.

Yes

Close