

Title of proposed EIA	Refresh of Adult Social Care Strategy and Vision
Reference No	EQUA554
EA is in support of	New Strategy
Review Frequency	Two Years
Date of first review	19/08/2022
Directorate	Adults Social Care
Division	Quality and Improvement
Service Area	Quality and Improvement
Responsible Officer(s)	<input type="checkbox"/> Matthew Cloke
Quality Control Officer(s)	<input type="checkbox"/> Richard Doidge
Accountable Officer(s)	<input type="checkbox"/> Michael Walsh
Purpose of proposal	Refresh of ASC Vision and Strategy
Data sources	relevant reports/strategies; Other (please specify)
Please include any other sources of data	engagement sessions with members, partners, citizens and staff
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	.
Protected characteristic: Age	Employees
Age details:	<p>The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.</p> <p>An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including age.</p>
Protected characteristic: Disability	Service Users / Stakeholders; Employees; Wider Community
Disability details:	For people with sight impairment the vision and strategy could be hard to

access, due to being a written document. The document will be available on the Council's democracy webpages. These pages will meet the Web Accessibility Guidance Standards from the 23rd September, meaning that citizens and partners with sight impairments will be able to use a screen reader to access them. Mitigation for staff with sight issues is through existing access to work and HR processes.

Engagement on the strategy has also taken place verbally with citizens, partners, elected members and staff. This mitigates the issue.

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.

An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including disability.

Protected characteristic: Gender

Gender details:

Employees

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.

An equality impact assessment will be undertaken as part of the delivery

programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including gender.

Protected characteristics: Gender Reassignment

Gender reassignment details:

Employees

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.

An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including gender reassignment.

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Employees

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.

An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including marriage and civil partnership.

Protected characteristics: Pregnancy and Maternity

Pregnancy and maternity details:

Employees

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.

An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including pregnancy and maternity.

Protected characteristics: Race

Race details:

Employees

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.

An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including race.

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Employees

The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from

	changes to work location or may have positive effects from move to improved premises/work location.
	An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including religion or beliefs.
Protected characteristics: Sexual Orientation	Employees
Sexual orientation details:	The re-organisation of social work and care management services to align with the refreshed vision and strategy, such as the emphasis on locality working, may potentially have an adverse impact on employees of adult social care services, arising from changes to work location or may have positive effects from move to improved premises/work location.
	An equality impact assessment will be undertaken as part of the delivery programme and the impact on employees protected characteristics will be considered against the specifics of the proposals, including sexual orientation.
Socio-economic impacts	
Please indicate any actions arising from completing this screening exercise.	No actions arising from this screening exercise
Please indicate whether a full impact assessment is recommended	NO
What data has been collected to facilitate the assessment of this policy/proposal?	Based on access of existing strategy and vision & informed by the existing Vision and Strategy EA.
Consultation analysis	Engagement has taken place with citizens, partners, members and staff.
Adverse impact on any people with protected characteristics.	Disability - For people with sight impairment the vision and strategy could be hard to access, due to being a written document. The document will be available on the Council's democracy webpages. These pages will

meet the Web Accessibility Guidance Standards from the 23rd September, meaning that citizens with sight impairments will be able to use a screen reader to access them. Engagement on the strategy has also taken place verbally with citizens, partners, elected members and staff. This mitigates the issue.

Other - For employees' of Adult Social Care services across all protected characteristics there is potential impact arising from changes to work locations. This may be adverse or positive. As part of the delivery programme equality assessments will be undertaken to consider these in impacts further.

Could the policy/proposal be modified to reduce or eliminate any adverse impact? Mitigation measures are already in place to access the vision and strategy.

For employees, modification will be considered as part of the delivery programme.

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

The access of the Vision and strategy on the Council's webpages can be counted for citizens and partners. For staff this will be through existing HR and access to work processes.

Monitoring of Employee impacts will be undertaken as part of the delivery programme.

What data is required in the future?

Data on Access to work processes for Staff

Data on website access for other groups.

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

Consulted People or Groups

Informed People or Groups

Summary and evidence of findings from your EIA

Low EIA impact.

Affected group are those with sight impairment and their ability to read the document. This is across all groups. There is mitigation in place, with the access via the Council's webpages, which met the web accessibility standards for screenreaders. Staff mitigation is through standard HR and Access to Work processes.

Potential impact on employees across the protected characteristic groups. This will be considered by the delivery programme as the details of any work location re-organisation becomes known and a separate EIA undertaken.

QUALITY CONTROL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?

No

Decision by Accountable Officer

Approve

Date approved / rejected by the Accountable Officer

08/09/2020

Reasons for approval or rejection

EIA is concerned only with the accessibility of the document. Issue of accessibility for citizens with visual impairment is identified and appropriate mitigation is in place.

Please print and save a PDF copy for your records

Yes

Julie Bach

Person or Group

Content Type: Item

Version: 70.0

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