

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Putting Prevention First: A New Investment Model For Birmingham
<b>Directorate</b>	People
<b>Service Area</b>	Adults - Joint Commissioning
<b>Type</b>	New/Proposed Policy
<b>EA Summary</b>	<p>1) Any impacts of the delivery of further savings (£1m) identified towards the HW1 ( Supporting People and Third Sector Grants savings requirements of £5m)</p> <p>2) Impact for investment in a Putting Prevention First - An ambitious new approach to investment in prevention services and community assets which facilitates:</p> <p>a) delivery of the new vision for Adult Social Care and Health</p> <p>b) prevention of homelessness or crisis through the delivery of a positive pathway</p> <p>3) Extensions to existing contracts and grants to allow for the new models to be commissioned and put in place</p> <p>4) Investment will be sought through the use of Improved Better Care Funding to balance the remaining savings for HW1 and also additional funding for the new commissioning proposals. These include Three Conversations Support to assist with the Asset Based approach to Social Work and Neighbourhood Networks commissioning to develop a community asset based offer for older people. There will also be some development and capacity support to deliver the Networks models and also to work with third sector organisations to assist with their business model transition into the new commissioning models.</p>
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### **Introduction**

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Policy.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Policy and expected outcomes?**

Putting Prevention First: A new investment model for Birmingham makes the case for investing in prevention services in order to avoid, reduce and delay demands for greater cost statutory responses. The model works on the principle that Citizens are supported to live happy healthy independent lives within communities.

The delivery of this investment model has two integrated components:

- 1) Community Assets and local networks are the natural first point of contact when Citizens or Carers need support.
- 2) Where appropriate, effective and integrated pathways are available into targeted or more structured prevention activity.

In order to deliver this vision the following actions are being proposed:

- 1) With the exception of a further £1m performance contribution identified for the HW1 savings total (£5m) now totaling £2.2m. The remaining balance will be provided via investment in preventative services from the iBCF.
- 2) New commissioning which includes:
  - \* Neighbourhood Networks to support the community asset based social work model will be implemented to support older people within their own homes and communities.
  - \* Three conversations to support the asset based social work model
  - \* capacity building support to the third sector providers affected by the remodeling of third sector grants to support the new vision for adult social care
  - \* development and support to lead providers in order to ensure delivery of outcomes, appropriate performance, generation and support for local community assets and additional income generation
  - \* Commissioning using a positive pathway approach in order to deliver effective preventative housing related support services.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	Yes
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#### **Comment:**

The recommendations support the corporate parenting responsibilities of the local authority by ensuring that housing related support services continue to be available to young people in care or leaving care that require access to supported accommodation and support to live independently within their own communities.

The outcomes expected for young people include:

- 1) Access to EETV
- 2) Income Maximization
- 3) Live safe and independent lives
- 4) Have a connection to their local communities and networks

Health: Helping People Become More Physically Active And Well	Yes
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#### **Comment:**

There is a clear focus upon improve health and wellbeing as a key outcome for all of the commissioning proposed under the putting prevention first model of delivery; including specifically for older people, young people and families, people with physical and sensory disabilities including mental health, people with offending backgrounds and diverse

groups of people affected by homelessness. This includes women, children and male survivors of domestic abuse.

Housing : To Meet The Needs Of All Current And Future Citizens	Yes
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**Comment:**

The Positive Pathway model supports the preventative vision set out within the Homelessness Prevention Strategy (to be presented to Cabinet Dec 2017). There is a statutory duty on local authorities to undertake a review of there area and produce a Homeless Strategy.

Jobs And Skills: For An Enterprising, Innovative And Green City	Yes
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**Comment:**

Income maximisation is a key outcome for this commissioning. This includes:

- >support to ensure that all benefit entitlements are accessed for older people and other vulnerable groups
- > Support to access paid work but also volunteering, training and education opportunities as part of the journey into paid work.

**2.2 Individuals affected by the policy**

Will the policy have an impact on service users/stakeholders?	Yes
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**Comment:**

There are currently approx. 11,000 citizens supported through the existing supporting people and third sector grant funded organisations. The new commissioning of Neighbourhood Networks has the potential to deliver support to a further 22,000 older adults. Plus wider community based support to Citizens with Adult Social Care Packages who will be directed more towards community based solutions as part of their care package. Note this approach does not replace any statutory duties on the part of the Council relating to social care, but rather it works to enhance the quality of life for citizens and allows the Council to achieve better VFM through a prevention and community asset approach .

Will the policy have an impact on employees?	Yes
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**Comment:**

Approx 800 employees currently work within the existing commissioned services. The majority of these are front line posts with the majority of the workforce originating locally from Birmingham.

The investment in prevention and community assets will minimize the impact of lost employment. It must be noted that quality, performance and strategic relevance reviews of existing services will continue during the period of commissioning. This may result in some decommissioning of services and associated loss of employment.

Will the policy have an impact on wider community?	Yes
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**Comment:**

Vulnerable people will be supported to live independently within communities with safeguarding risks to themselves and the wider community being minimized.

This also supports the diversity and inclusion in communities for the most vulnerable.

**2.3 Relevance Test**

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No

Gender	Relevant	No
Gender Reassignment	Relevant	No
Marriage Civil Partnership	Relevant	No
Pregnancy And Maternity	Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Relevant	No

## **2.4 Analysis on Initial Assessment**

The initial analysis is that the Putting Prevention First: An investment model for the city will have a positive impact upon Citizens, Communities and organizations. However the full detail of this and any unintended negative consequences are difficult to identify at this stage.

The intention is to undertake a full EA alongside the commissioning activity and proposed contract and grant award processes.

### **3 Full Assessment**

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### **3.1 Concluding Statement on Full Assessment**

The initial analysis is that the Putting Prevention First: An investment model for the city will have a positive impact upon Citizens, Communities and organizations. However the full detail of this and any unintended negative consequences are difficult to identify at this stage.

The intention is to undertake a full EA alongside the commissioning activity and proposed contract and grant award processes.

### **4 Review Date**

30/03/18

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.