

# Equality Analysis

## Birmingham City Council Analysis Report

|                                |  |
|--------------------------------|--|
| <b>EA Name</b>                 | Vision And Strategy For Adult Social Care Services   |
| <b>Directorate</b>             | People   |
| <b>Service Area</b>            | Adults - Joint Commissioning   |
| <b>Type</b>                    | New/Proposed Policy  |
| <b>EA Summary</b>              | This EA supports the request to Cabinet for approval of the Vision and Strategy for Adult Social Care services. The Vision and Strategy provides a framework for the actions required to modernise adult social care services. |
| <b>Reference Number</b>        | EA002332   |
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| <b>Date Approved</b>           | 2017-09-22 00:00:00 +0100  |
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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?**

The desired outcomes for adults and older people in Birmingham are that they should be resilient, live independently whenever possible, and exercise choice and control so they can live good quality lives and enjoy good health and wellbeing.

The Vision and Strategy for Adult Social Care services addresses potential barriers and obstacles to delivering these outcomes. It provides a framework for actions required to modernise adult social care services in Birmingham.

The strategy for delivering the outcomes comprises eight key elements:

Information, advice and guidance - the range of services that people can access directly will be increased;

Community assets - local groups need to be enabled to provide the wide range of support that helps people to remain in the community;

Prevention and early intervention - a comprehensive strategy for prevention is needed;

Personalised support - the focus will be on assessing people for the outcomes they want and the assets they have to achieve them;

Use of resources - a review of the use of resources will provide a framework for moving resources to areas that can deliver best value.

Partnership working - the Council and its partners need to work as a whole system and embrace locality work;

Making safeguarding personal - the strategy for safeguarding needs to be implemented and the service and its performance reviewed regularly;

Co-production - all services should be co-produced with users and carers.

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

#### **Comment:**

The Vision and Strategy will contribute to improving the health and wellbeing of adults and older people by providing a framework for the actions required to modernise adult social care services.

|   |     |
|---|-----|
| Housing : To Meet The Needs Of All Current And Future Citizens  | Yes |
| Jobs And Skills: For An Enterprising, Innovative And Green City | Yes |

### 2.2 Individuals affected by the policy

|   |     |
|---|-----|
| Will the policy have an impact on service users/stakeholders? | Yes |
|---|-----|

**Comment:**

The Vision and Strategy will have a positive impact as it focuses on how Adult Social Care services in Birmingham will work to support adults with disabilities, older people and carers so that they can live good quality lives and enjoy good health and wellbeing. The Vision and Strategy will have an impact on nearly 13,000 service users and on almost 6,000 carers.

|  |     |
|--|-----|
| Will the policy have an impact on employees? | Yes |
|--|-----|

**Comment:**

The re-organisation of social work and care management services and 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 effect from move to improved premises.

|  |     |
|--|-----|
| Will the policy have an impact on wider community? | Yes |
|--|-----|

**Comment:**

The focus on prevention, use of community assets, and emphasis on locality working will impact on groups and organisations in the wider community who provide community assets and preventative services.

## 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 Vision and Strategy for Adult Social Care comprises eight key elements for delivering outcomes:

- Information, advice and guidance

People need access to high quality information, advice and guidance. Whenever possible and appropriate, they need to be able to self-serve, or for their carers and families to do so on their behalf. The range of services that people can access directly will be increased and it will be easier for carers to have their needs assessed.

- Community assets

Local groups need to be enabled to provide the wide range of support that helps people to remain in the community. This approach needs to be supported by: a corporate emphasis on locality working; engagement with GP practices; and integrated provision across formal social care services, health services and a diverse range of community assets.

- Prevention and early intervention

People need to be able to access prevention and early intervention services quickly and at any time in their lives to help maximise their independence. A comprehensive ongoing strategy for prevention is required that anticipates potential need and ensures that public sector and third sector organisations are joined up in their approaches. A multi-organisation group needs to take the lead on prevention and there needs to be investment in and development of preventative services.

- Personalised support

Social work and care management services will be re-organised. They will move from assessing people for services to assessing them for the outcomes they want and the assets they have to achieve them.

- Use of resources

It is imperative that resources are used effectively. To deliver this element of the strategy, a review of the use of resources will provide a framework for moving resources to areas that can deliver best value. There will be ongoing monitoring and review of spend to ensure that resources are maximised.

-Partnership working

Services need to be integrated and built on partnership working using multi-disciplinary teams and, where feasible, single points of access. The Council and its partners need to work as a whole system and to embrace locality working.

- Making safeguarding personal

We must 'make safeguarding personal' and understand what outcomes people want from safeguarding enquiries and actions. Safeguarding must be seen as everybody's business and kept in the public eye. The strategy for safeguarding needs to be implemented and the service and its performance regularly reviewed.

- Co-production

All services should be co-produced with users and carers. Ongoing engagement needs to be at the heart of commissioning and service delivery. To deliver this element of the strategy, an approach to co-production needs to be implemented across all services.

The Vision and Strategy will impact on service users, carers, employees of adult social care services and the wider community. It is relevant to all protected characteristics.

### **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**

This equality assessment supports the Vision and Strategy for Adult Social Care services. It assesses if the Vision and Strategy is/will be relevant to any protected characteristics.

The Vision and Strategy for Adult Social Care services provides a framework for the actions required to modernise adult social care services. It aims to address potential barriers and obstacles to delivering the following outcomes for adults with disabilities and older people: being resilient, living independently whenever possible and enjoying good health and wellbeing.

The Vision and Strategy is relevant to all protected characteristics. By enabling the outcomes to be delivered the Vision and Strategy will have a positive impact on citizens, service users and carers and we will continue to meet our responsibilities under the Care Act 2014. The Vision and Strategy may potentially have an adverse impact on employees of adult social care services, arising from re-organisation of social work and care management services with changes to work location or may have positive effect from move to improved premises.

The equality assessment will be considered and updated throughout the development stage of the Vision and Strategy and associated action plan.

### **4 Review Date**

30/03/18

### **5 Action Plan**

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