

Equality Impact Assessment Form

screen tip-section A

1. Document Control

1. Control Details

Title:	Better Lives Better Outcomes Strategy
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Strategic Budget EIA: Y/N	N
Exempt from publication Y/N	N

2. Document Amendment Record

Version	Author	Date	Approved

3. Contributors/Reviewers

Name	Position	Date

4. Glossary of Terms

Term	Description

[screentip-sectionB](#)

2. Assessment

1. Brief description of proposal / policy / service being assessed

The new adult social care strategy; Better Lives Better Outcomes outlines Nottingham City Council's future approach to delivering social care services to citizens in Nottingham. Due to cuts in government funding and increasing demand for services, the cost of providing adult social care has begun to outstrip available resources and this is not sustainable. Our new strategy is all about a sustainable approach to supporting older adults, disabled people and those with mental health needs. It sets out our ambition to change the way we work with citizens, communities and partners so that we are able to achieve good outcomes within the resources available.

The strategy sets out a change in approach to providing adult social care services and provides a framework for us to work within. However, it does not go into detail on proposals to changes in provision of services. For any significant changes to services which will impact on citizens, decisions will need to be taken on each proposal and as part of this, individual equality impact assessments relating to each decision will be undertaken.

The draft strategy can be read here: J:\Better Lives Better Outcomes\Strategy\Strategy summary document\ASC Strategy_summary FINAL DRAFT_230718.docx

The current action plan for the strategy can be found here: J:\Better Lives Better Outcomes\Strategy\Action Plans\ASC Strategy ACTION PLAN v3.docx

[screentip-sectionC](#)

2. Information used to analyse the effects on equality:

We have conducted a consultation on the draft strategy the results of which are collated in this document: J:\Better Lives Better Outcomes\Strategy\Consultation\Consultation Report.docx

3. Impacts and Actions:

<u>screen tip-section D</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, <u>looked after children</u> , cohesion/ good relations, <u>vulnerable children/ adults</u>).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p style="text-align: right;"><u>screentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screentip-sectionF</u></p> <p>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</p>
<p>-The main impact of this strategy will be on disabled people, carers and older people as it outlines a new approach to the provision of Adult Social Care in Nottingham and these groups are the primary users of this provision.</p> <p>-We expect these groups to benefit from this new strategy as it seeks to improve the provision of ASC through investment in preventative services which will delay the need for formal care and ultimately lead to better outcomes for citizens.</p> <p>-One of the main aims of the strategy is to increase independence and enable people to stay in their own homes. Feedback from the consultation has confirmed that most people prefer to live at home rather than in residential care where this is possible. We are also aiming to give people more control and choice over the type of care and support which they receive.</p> <p>-We are confident that this strategy will be beneficial for citizens as our consultation shows high levels of support for our main themes from partners, stakeholders and citizens.</p> <p>- This strategy will also impact carers as it will consider the support available to carers and look to improve this if necessary to ensure that carers are adequately supported. The strategy also sets out plans to improve employment opportunities for citizens with learning disabilities so that they are able to find employment if they want and are supported in doing this.</p>	<p>1 Actions will need to be uploaded on Pentana.</p> <p>-Based on the feedback from our consultation, the strategy has been updated to address the concerns raised by citizens and partners to ensure that these have been reflected in the final strategy.</p> <p>-Changes include more focus on mental health as it was not clear in the draft strategy that this new approach also applies to people with mental health needs.</p> <p>Questions were raised regarding how we will know that the strategy has been successful. Once this is implemented, we will need to ensure that robust performance indicators are in place to demonstrate whether outcomes are improving. These will be monitored on a quarterly basis so that we are aware of what is working and what is not. This will include monitoring the outcomes for different groups of citizens to see whether they are being impacted differently.</p> <p>We will ensure that issues raised regarding the availability of information are addressed so that those who speak different languages are not adversely affected and not able to make choices due to information not being accessible to them.</p>

<p>- Our consultation noted that the new approach could impact people of minority backgrounds adversely due to issues such as access to information being impinged by language barriers as well as the community-based approach which may have a different impact based on where the community is located.</p> <p>-Our consultation also raised issues about how our plan to look for more community-based solutions to ASC needs may not be as beneficial to some groups as others, for instance those who may feel less welcome in their community such as LGBT individuals or people from ethnic backgrounds that are a minority in their community.</p>	<p>-In order to ensure that all people benefit from community-based support including those who may feel less welcome in their community, we will address this issue as we continue to roll out our community together surgeries across the city. We will ensure that the different needs of communities in each locality are taken into account when planning these.</p>
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4. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

5. Arrangements for future monitoring of equality impact of this proposal / policy / service:

The aim of the strategy is to improve outcomes for all citizens. Once implemented, we will put in place a performance framework so that we are able to monitor outcomes and ensure that all citizens are benefitting equally. Performance indicators will enable us to see if there is any disproportionate impact on particular groups of citizens.

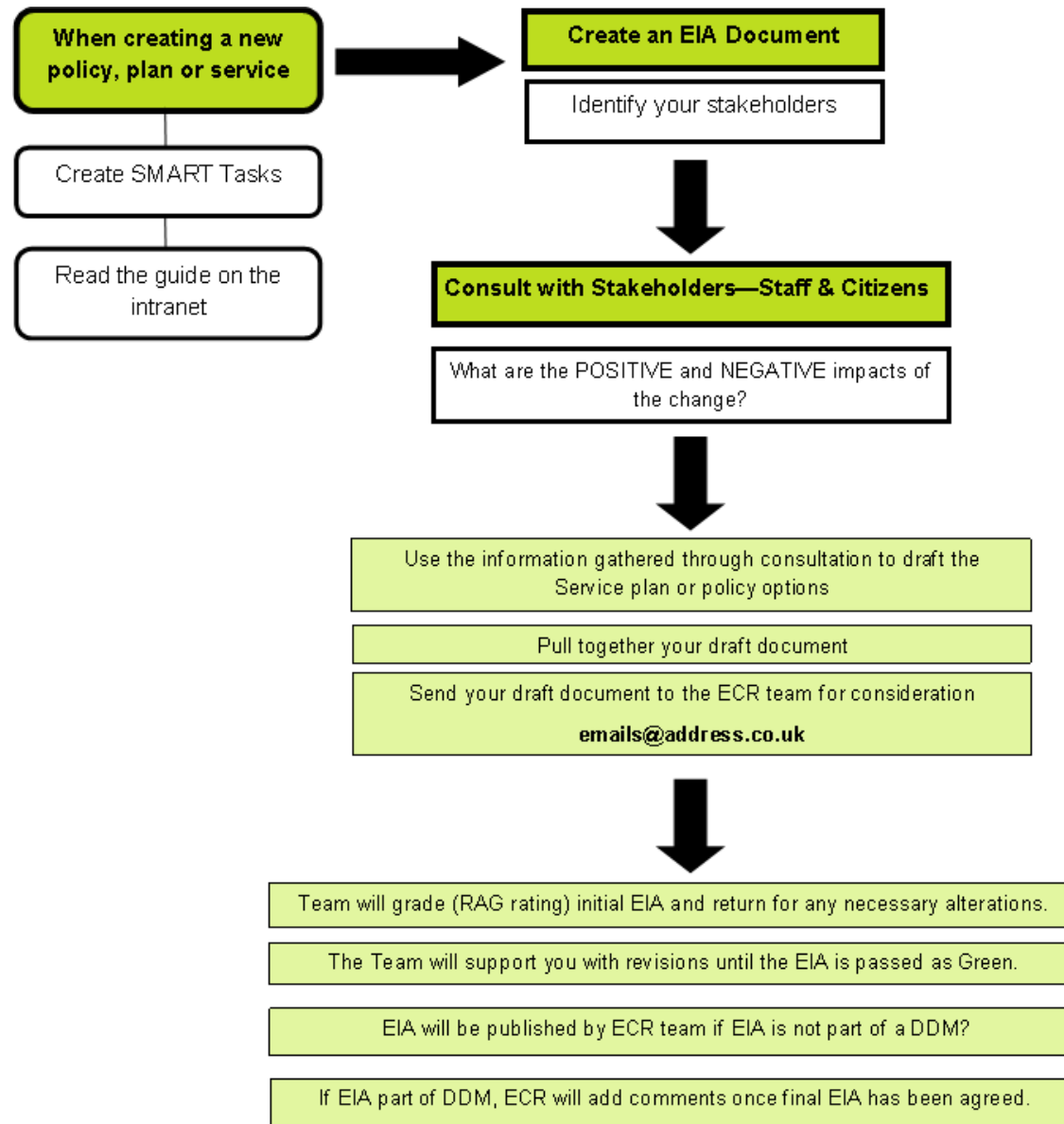
6. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager:	Date sent for scrutiny:
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The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	Send document or Link to: equalityanddiversityteam@nottinghamcity.gov.uk
SRO Approval: Helen Carlin, helen.carlin@nottinghamcity.gov.uk	Date of final approval:

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.



KEY

EIA— Equality Impact Assessment

ECR— Equality & Community Relations Team

DDM—Delegated Decision Making