

Equality Impact Assessment Form

[screentip-sectionA](#)

1. Document Control

Control Details:

Title:	Adult Social Care Winter Plan 2020/21
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Department:	People
Service Area:	Adult Social Care
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	No
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	No

2. Document Amendment Record:

Version	Author	Date	Approved

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	22 nd October 2020

4. Glossary of Terms

Term	Description

[screentip-sectionB](#)

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

The Council puts plans in place each winter to ensure that adult social care needs are responded to effectively during the winter period when demand is higher.

This year, the Council is required by the Department for Health and Social Care to have in place a Winter Plan for adult social care which meets the recently published national requirements as part of our response to the Covid-19 pandemic. Our Winter Plan sets out the key actions we will take to ensure that citizens continue to receive the care and support they need.

[screentip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

We know that the Covid-19 pandemic has particularly impacted on citizens with care and support needs, their families and carers. Most of the citizens supported by adult social care are older people, people with disabilities or long term health conditions and these are all factors which make them more vulnerable to Covid-19. The Winter Plan sets out the actions we will take to ensure that as far as possible these citizens will not be adversely impacted. However, there may be situations where it is not possible to continue to provide citizens with the level of support they require due to the constraints that services now have to operate under.

7. Impacts and Actions:

<u>screen tip-section D</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input 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 type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>

Please underline the group(s) /issue more adversely affected or which benefits.

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>Most citizens who attended day services prior to the start of the pandemic are not able to do so now or are only able to only access these at a very reduced level due to social distancing measures and limits on numbers able to attend building based services. This particularly impacts on citizens with learning disabilities and their carers/families.</p> <p>If it becomes necessary to enact any Care Act easements particularly due to reduced capacity if large numbers of staff need to self-isolate, this will impact on the care and support provided to citizens. This will affect older people and those with disabilities & long term conditions.</p> <p>It is known that there is a higher prevalence of Covid-19 amongst BAME communities which could have an impact on both citizens and staff.</p>	<p>A review of day service provision is currently underway which includes consultation with citizens and their families to look at how their needs can be supported in alternative ways. All citizens who were attending day services have access to alternative support if their needs cannot be met safely without a different service and those with the highest needs are still being supported at the day centres. Once the review has been completed, recommendations will be made.</p> <p>Care Act easements will only be enacted if it is absolutely necessary. The triggers are reviewed on a weekly basis so that capacity is closely monitored. Plans are in place to recruit additional staff in homecare to mitigate against possible reduced capacity.</p> <p>Practitioners are aware of the evidence of the disproportionate impact of Covid-19 on ethnic minority communities and actively take</p>

	<p>consideration of this in assessing need and priorities of citizens.</p> <p>Current Social work practice ensures that a person-centred approach is taken which recognises and tackles social exclusion in planning for care.</p> <p>For staff, there are clear actions to being taken around well-being including risk assessments which have been carried out for all BAME staff.</p>
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8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

All actions in the Winter Plan will be reviewed on a weekly basis and outcomes monitored.

9. 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

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

<p>Approving Manager: 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.</p>	<p>Date sent for advice: 20/10/20 Send document or Link to: equalities@nottinghamcity.gov.uk</p>
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Approving Manager Signature: Carolyn Kus

Date of final approval:28/10/20

Before you send your EIA to the Equality and Employability Team for advice, 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.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.