

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Development of Community Led Support in Adult Social Care

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Department: Adult Social Care

Director: Helen Jones

Service Area: Children & Families

Strategic Budget EIA N (please underline)

Author (assigned to Covalent):

Brief description of proposal / policy / service being assessed:

Nottingham City Council is committed to maintaining quality services for elderly, disabled and vulnerable people. However within the climate of budget reductions and the increasing number of people requiring our services Nottingham City needs to consider how to sustain these services. Within Adult Social Care there is a need to further improve our pathways and move even further towards a strength based approach in the way we support citizens and their carers/ families. With the above in mind Adult Social care is looking to new ways of working, firstly by streamlining citizen and carer pathways and secondly by releasing colleague capacity to deliver community lead support “ Community Hubs”. This approach is based on national research and will enhance citizen and carers’ experience of the service building on “strength based approaches” and enabling citizens to maximise their independence. In order to achieve the above, Adult Social Care requires additional expert support for an estimated period of six months. This will lead the development and implementation of community led support i.e. the creation of local community hubs through co-production with front-line staff, their managers, senior leaders, elected members, statutory partners, voluntary organisations, community groups, and local people. This strength based approach has been successfully adopted and delivered significant benefits, both in terms of proactive care and financial costs, elsewhere in other local authorities. With the following outcomes achieved from the approach

- Delivers a much more effective, proportionate and person-centred response to people needing support;
- Works for local people (and can be evidenced)
- Is much more efficient in the use of staff time, skills and expertise
- Is based on partnership at a local level with local people, health, housing and the voluntary sector to provide a much more holistic and joined up response.
- Results in a significant reduction in bureaucracy and waiting times

Information used to analyse the effects on equality:

The above approach is based on national research

Could particularly benefit
X

May adversely impact
X

How different groups could be affected
(Summary of impacts)

Details of actions to reduce negative or increase positive impact
(or why action isn't possible)

| | | |
|--|--------------------------|--------------------------|
| People from different ethnic groups. | x | <input 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. | x | <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 | x | <input type="checkbox"/> |
| Younger | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (e.g. marriage/ civil partnership, looked after children, <u>cohesion</u> / good relations, vulnerable children/ adults). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i> | X | <input type="checkbox"/> |

Specific Impacts on citizens may include:

- Streamlined pathways for citizens and their families/ carers accessing Adult Social Care services with a reduction in bureaucracy and waiting times
- The approach is based on co-production with local people and communities and therefore is likely to create support which is responsive, community based and focused on keeping citizens in control of their lives
- The approach is based on co-production with voluntary sector partners and key stakeholders therefore creating a more holistic approach

Specific Impacts on staff are likely to include:

- Change of role: Enhancement of person centred working and increased skill set to have assets based conversations and identify local solutions for citizens

Local citizens, volunteer organisations and frontline practitioners will be involved in the development of this service. The intention is to create one innovation site by July/ August to gain learning for this approach and further inform the equality impact assessment going forward.

Outcome(s) of equality impact assessment:

- No major change needed x
- Adjust the policy/proposal
- Adverse impact but continue
- Stop and remove the policy/proposal

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

This EIA is intended to just create an overview of this approach at this stage. Once this approach has progressed a more

specific EIA will be created for each innovation site.

Approved by (manager signature):

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.

Linda Sellars
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Date sent to equality team for publishing:

Send document or link to:
equalityanddiversityteam@nottinghamcity.gov.uk

15/03/2017

Equality Impact Assessments must be attached to the DDM for publication.

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://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
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.



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