

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Amanda Parry-Mateo, Senior Manager, Adults Social Care

Email address: Amandaparrymateo@wirral.gov.uk.

Head of Section: Jean Stephens, Assistant Director, Adults Social Care

Chief Officer: Graham Hodkinson, Director, Adults Social Care

Directorate: Adult Social care and Public Health

Date: 19/05/23

Section 2: What Council proposal is being assessed?

The development of an adult's social care Community Reablement service model.

This is a developing proposal and this assessment may be reviewed and amended to ensure continuing compliance with the Public Sector Equality Duty (PSED)

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes If 'yes' please state which meeting and what date

Adult Social Care and Public Health Committee, June 13th 2023

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services
- The workforce
- Communities
- Partners, Private Sector, Voluntary & Community Sector

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals. We encourage services to consider the impact on those who serve and who have served in the armed forces and their families, in accordance with the Armed Forces Covenant

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Services	Positive Impact – More joined up and improved ways of working generating greater impact for people who are in need of a reablement service.		Amanda-Parry Mateo	12 months	N/A
Community	Positive Impact – Focus on prevention support strategies will enable and contribute the decline in a person’s health and wellbeing enabling them to stay at home as long as possible and avoid a hospital admission.		Amanda-Parry Mateo	Ongoing	N/A
Workforce	Positive Impact.- Recruitment of a new skilled and valued workforce to deliver front-line hands-on care with a focus on preventative care to enable greater independence. The workforce will have the autonomy to make decisions in relation to the care being		Amanda-Parry Mateo	12 months	See financial section of associated committee report

	provided to support the person to stay at home.				
Voluntary sector	Positive Impact- Greater collaboration and improved used of voluntary, community, faith services with a neighbourhood will improve social interaction and enhancing a person's wellbeing, thus reducing the need for commissioned packages of care. Further reach within the diverse population of Wirral.		Amanda-Parry Mateo	Ongoing	N/A
All	We recognise that some people may need information in different languages and formats	We will provide information in different languages and formats upon request and within a reasonable timeframe.	Amanda-Parry Mateo	Ongoing	Through Procurement service which has a contract

Section 4a: Where and how will the above actions be monitored?

This project will be managed through a project management group who will meet bi-monthly to ensure the effective implementation plan and the ongoing service delivery.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

The development of a Social Care Community Reablement Service that as a dedicated focus prevention will enable improved outcomes for people at an early stage of their life course journey enabling them to stay in their homes and communities longer. The quality of this services, will prevent the decline in a person's health and wellbeing, reducing hospital stages

Section 5: What research / data / information have you used in support of this process?

Adults Social Care Community Reablement Model as undertook significant research, data, information and engagement with a variety of key stakeholders.

Best practice models and learnings have been captured from a across the country. This included Wirral Community Health and Care NHS Foundation Trust (WCHC) 'Home First' pilot, which based its principles on Barnsley's Model (South Yorkshire), Manchester City (North West) and Middlesborough (South Teesside). The intelligence and learnings captured from these identified best practice models will be fed into the designing and shaping of an in-house Reablement Service Design Model for Wirral.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Consultation has already taken place at a high level in the initial stages of this project. An event was held with a visioning workshop with all professional stakeholders and partners on the 1st of February 2023.

Further co-production will be carried out if the model of care is agreed.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**