

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA Lead Officer:** Jayne Marshall – Interim Assistant Director, Strategic Commissioning and Integrated Partnerships

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**Head of Section:** Jayne Marshall

**Chief Officer:** Graham Hodkinson – Director of Adults, Health and Strategic Commissioning

**Directorate:** Adult Social Care and Public Health

**Date:** 17<sup>th</sup> October 2023

## **Section 2: What Council proposal is being assessed?**

Delivery of savings target for 2024-25 – total £4.8m split as follows:

The 2024-25 savings target will be achieved in line with:

- All Age Disability Strategy Implementation
- Independent Living Opportunities for Older People
- Improved Assessment and Support Planning

This is a developing proposal, and this is an initial, overarching assessment. This document may be reviewed or amended when impacts become known and will be assessed in line with our obligations under the Equality Act 2010 – individual work packages or actions may need a specific assessment which will feed into this document. Savings will specifically be delivered by reducing the cost of support to individuals through care packages that enable them to be more independent.

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

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

Yes – Various Committees to accompany reporting on budget setting and efficiencies.

**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**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

Individual changes within care packages will be subject to statutory Care Act review within which the person has the key say in any proposed changes to their care.

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](mailto: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.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
Young adults with disabilities	A programme has been developed to focus on improved transition planning, supported by improvements in the Education Health and Care Planning processes linked to the Wirral Statement of Action (SEND). Focus will be on preparing young people with care and health needs for adulthood, better and more creative approaches to meeting care and support needs, with a focus on increased uptake of Direct Payments, greater use of technology enabled care, and identification of commissioning needs for proportionate and more personalised care. With a review of practice and approach to transition planning, it is expected that needs can be identified earlier, with planned care and support leading to the delivery of the efficiency target.	The plan has been co-designed through a workshop with elected members and stakeholders and a review will be led by a commissioner from All Age Independence. It is envisaged that this will deliver better outcomes for those with complex needs with a review of transition planning between Children's and Adult Services	Jean Stephens - Assistant Director of All Age Independence and Provider Services	Full Implementation, 2024/2025	New posts have been identified to support the roll out of the work programme, and are being recruited in Autumn 2023

<p>Any Adult eligible for support as defined by the Care Act 2014</p>	<p>A range of initiatives aimed at improving independence will deliver the required efficiency savings. These are related to, for example, technology enabled care provision, increasing take up of Direct Payments as a cost effective way to meet people’s needs, utilising an increased range of extra care and supported housing options, and continuing to embed The Three Conversations approach to requests for care and support, which focuses on people’s strengths and community assets by supporting front line staff to have three distinct and specific conversations. These are alternative and may be, more personalised and are more responsive ways to meet people’s needs and maintain their independence, as opposed to more intensive and traditional approaches to meeting care needs. Efficiencies achieved will not adversely impact on clients for whom Wirral Council have a statutory duty to meet assessed needs We will undertake a review of assessment services to start in October 2023 to end of March 2024</p>	<p>We will ensure that appropriate service levels are maintained and are in line with personalised care assessments. Any service will need to be as accessible as possible and take the needs of those with protected characteristics into account from assessment to delivery. We will work across services where there are inter-dependencies</p> <p>Individual changes within care packages will be subject to statutory Care Act review within which the person has the key say in any proposed changes to their care.</p>	<p>Simon Garner – Assistant Director for Adult Social Care Operational Delivery and Professional Standards</p>	<p>Now and throughout 2024/2025</p>	<p>Use of MSIF workforce grant to support a review of assessment services</p>
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**Section 4a: Where and how will the above actions be monitored?**

Achievement of savings targets are monitored monthly through regular meetings with budget holders and finance colleagues.

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

Wirral Council have a statutory duty to meet assessed need. Achievement of savings does not affect this statutory duty

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

The Care Act 2014  
Departmental Performance Data

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

**No** – (please delete as appropriate)

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:** Meeting savings targets will be achieved as identified in the savings plans, no consultation is required.

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

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

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto: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](mailto: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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**