

Equality Impact Assessment Toolkit

Section 1: Your details

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Head of Section: Jayne Marshall

Chief Officer: Graham Hodgkinson

Directorate: Adult Health and Care

Date: 16/01/2024

Section 2: What Council proposal is being assessed?

The Introduction of a new Coproduction strategy - Coproduction is a key concept in the development of public services, and it has the potential to make an important contribution to all the big challenges that face social care provision.

In recent years, the term co-production has been used to describe the way professionals within adult social care work alongside the community - taking into account the experiences, knowledge and strengths of the people to design, build and improve services at both an individual and strategic level.

Definitions of exactly what co-production means vary, but the term is used to describe partnership working between people who draw on care and support, carers and citizens to improve public services.

There is an interest in co-production across the full range of public services, not just social care and health. Public, voluntary and private sector organisations have also shown an interest in co-production. This interest reflects the widespread acknowledgement that the citizen has a vital role in achieving positive outcomes from public services. The requirement for a strategy has been highlighted as part of the Care Quality Commission Inspection preparation for Adult Health and Care and represents best practice when working with people who use services, either as individuals or as stakeholder groups.

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

Yes / No

If 'yes' please state which meeting and what date
Adult Social Care and Public Health committee 5th March 2024

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)

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
People who use services	There will be a positive impact on people who use services (all adult ages and needs) , as they will be able to positively input and coproduce services working alongside council officers. This will positively impact on both individuals and groups of people, or communities of interest.	<ul style="list-style-type: none"> • Ensure the strategy is in accessible formats, and widely circulated and communicated to all stakeholders • Ensure that staff are appropriately trained and skilled to deliver coproduction with people, stakeholders and groups. <p>We will:</p> <ul style="list-style-type: none"> • Involve everyone who will be taking part in the coproduction process from the start. • Value and reward people who take part in the coproduction 	Jayne Marshall Janet Hill	July 2024	Accessible formats to be designed and communicated Training package for staff to be developed and delivered working with Organisational development

		<p>process.</p> <ul style="list-style-type: none"> • Ensure that there are resources to cover the cost of coproduction activities. • Ensure that coproduction is supported by a strategy that describes how discussions and decisions are going to be communicated. • Build on existing structures and resources by using people outside of Wirral if we need to. 			
Carers	There will be a positive impact on carers who use services (all adult ages and needs) , as they will be able to positively input and coproduce services working alongside council officers. This will positively impact on both individual carers and groups of carers	<ul style="list-style-type: none"> • Ensure the strategy is in accessible formats, and widely circulated and communicated to all stakeholders • Ensure that staff are appropriately trained and skilled to deliver coproduction with people, stakeholders and groups. 	Jayne Marshall Janet Hill	July 2024	Accessible formats to be designed and communicated. Training package for staff to be developed and delivered, working with Organisational development.

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

These will be monitored within the commissioning, contracts, and quality team, who meet on monthly basis to consider impact. This team will also liaise with the Directorate management team and provide update reports as and when required.

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

The introduction of the strategy and the underpinning training programme will ensure that there is a positive impact, and this will tie in with the “3 conversations” model which is embedded within our Operational teams. This model supports people to be as independent as possible, and design services to meet their needs.

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

There has been a six-month period of engagement between August 2023 and January 2024 to coproduce the strategy, working with a large stakeholder group. Officers and group members have researched areas of good practice across the country and have included two local members of the national coproduction team.

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

If ‘no’ please state your reason(s) why:

The strategy has been coproduced with a large stakeholder group.

(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?

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?**