

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

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Head of Section: Jayne Marshall Health and Care Outcomes - AD Integrated Services & Commissioning Adult Care and Health - Health and Care

Chief Officer: Sayyed Osman Adult Care and Health - Director of Adults, Health and Strategic Commissioning

Directorate: Adult Care & Health

Date: 8 July 2024

Section 2: What Council proposal is being assessed?

ALL AGE DISABILITY AND MENTAL HEALTH SERVICE DELIVERY REVIEW

Since 17 October 2023, a review of the performance of the Cheshire and Wirral Partnership NHS Foundation (CWP) social work delivery service has been completed in partnership with CWP, the Council's Children and Young Peoples Directorate and Adult Care and Health Directorate. The review has concluded that CWP are providing a good quality, safe and effective service, undertaking of the delivery of the Council's delegated duties under the Care Act 2014 and the Children's Act 2004

It is proposed to extend this agreement under Section 75 of NHS Act 2006 which allows partners (NHS bodies and councils) to contribute to a common fund which can be used to commission health or social care related services, for a further 5 years.

The Council has a statutory duty to meet eligible needs for care and support consistent with the outcome of a Care Act (2014) assessment. It has a duty to meet need in line with the Children's Act (2004). The duty to assess and provide care and support planning for adults and children is delegated to CWP under a Section 75 arrangement, and therefore enables the Council to continue to meet its statutory duties.

This assessment may be reviewed and amended as necessary to ensure ongoing compliance with The Equality Act 2010 and Public Sector Equality Duty (Sect 149)

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 18 July 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
Disability	Negative – To not extend the contract may have an adverse effect on adults, children and young people with a learning disability or mental health needs and their families and could lead to instability within services for those who are eligible for services under Care Act 2014 and Childrens Act 2004	Should the proposal be accepted, services will continue as is, otherwise, an alternative provider would need to be sought	Bridget Hollingsworth	Sept 2025	Project Board if not extended
All	Positive - The CWP service has been assessed as safe by Local Authority Officers and there is also evidence of overall scrutiny by CWP of their own performance data. CWP have a targeted internal review in key areas and proactively use this information to understand trends and risks. The services provided are as accessible as possible and take protected characteristics into account during individual assessment, service delivery and review.		Bridget Hollingsworth	For the duration of the agreement.	N/A

All	<p>Positive - Further reports provided by the CWP provided further assurance and evidence that innovations to improve performance have been introduced.</p> <ul style="list-style-type: none"> • LD Health review report - how people are supported with maintaining their health and wellbeing. • Mortality report - how people are supported with maintaining their health and wellbeing, given mortality rates for people with a learning disability are significantly higher than the rest of the population. • Named Worker Model report - supports a consistent approach to how people are assessed and reviewed. • 3 Conversations implementation summary - this is a new approach to assessment adopted by adult services to ensure the person is at the centre of the assessment and is enabled to design their own support. • Easy read support plan - this will improve the accessibility of information and supports the 3 Conversations approach to assessment. • Case summaries - these relate to people's experience and the outcomes of discharge from long stay hospital and admission avoidance. 		Bridget Hollingsworth	For the duration of the agreement.	N/A
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Section 4a: Where and how will the above actions be monitored?

An integrated Multi-Disciplinary Team (MDT), enabling social care and health staff deliver a cohesive holistic approach, delivering better outcomes for people. The review has shown that this approach is successful and therefore recommended for continuation.

Regular meetings have monitored the performance of the section 75 agreement over its lifetime, with an agreed set of performance and activity measures, and have ensured that the service has successfully delivered the Council's delegated statutory duties under the Care Act 2014.

The review has highlighted that children and families are safe and supported to thrive. As part of the extension of the section 75 agreement, CWP will be required to demonstrate continuous development and improvement of these services

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

N/A

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

Care Act 2014
Childrens Act 2004
NHS Act 2006
Service reviews and service user feedback

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

Yes / No – (please delete as appropriate)

If 'yes' please continue to section 7.

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

Since the Adult Social Care and Public Health Committee in October 2023, there has been ongoing engagement with leaders and staff within the CWP. This has included monitoring via meetings with a project plan and approach, performance analysis and direct observation. The feedback from these visits has been positive, both about the service received by people who use it and the current operating model

(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?**