

# Equality Impact Assessment (EQIA)

## Introduction

This EQIA is for:

Increasing the number of people supported by the Council's reablement service (START)

Details are set out:

Adult Social Care and Public Health Committee Report: Progress and next steps with the transformation of the Council's reablement service – 10 December 2018

Officers undertaking the assessment:

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Assessment approved by:

Sue Batty, Service Director

Date: 28/11/2018

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

## Part A: Impact, consultation and proposed mitigation

### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal describes how the implementation of a transformation project to further increase the capacity of the Council's homebased reablement service (START) is expected to result in subsequent savings in home based care.

The savings will be achieved by an additional 360 service users completing reablement across 2018/19 and 2019/20 combined. This will be achieved through embedding a culture and practice of continuous improvement within the START reablement service with emphasis on the following:

- Increase the capacity of the reablement service to be able to work with more people (including increasing the proportion of community referrals)
- Increase the number of referrals to the service, including people with more complex needs
- Reduce the time taken to complete reablement
- Consistently embedding an OT led, focused goal setting approach
- Improving system process to enable a more efficient flow of people through the service

The savings identified in this proposal add to the existing savings target of £185,000 in 2018/19, approved by the Adult Social Care and Public Health Committee on 8 January 2018, and are informed by the analysis produced by Newton. A transformation project has been established to increase the capacity of the START service whilst maintaining the positive reablement outcomes. This project is

seeking to improve the end to end customer journey through START from point of referral to discharge.

**2 Protected Characteristics: Is there a potential positive or negative impact based on:**

|   |  |                                   |  |
|---|--|-----------------------------------|--|
| Age   | <input checked="" type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact            |
| Disability  | <input checked="" type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Gender reassignment   | <input type="checkbox"/> Positive            | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Pregnancy & maternity   | <input type="checkbox"/> Positive            | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Race<br><small>including origin, colour or nationality</small>          | <input type="checkbox"/> Positive            | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Religion  | <input type="checkbox"/> Positive            | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Gender  | <input type="checkbox"/> Positive            | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |
| Sexual orientation<br><small>including gay, lesbian or bisexual</small> | <input type="checkbox"/> Positive            | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

| How do the potential impacts affect people with protected characteristics<br><i>What is the scale of the impact?</i> | How might negative impact be mitigated or explain why it is not possible | How will we consult |
|--|--|---------------------|
| N/A  | N/A  | N/A                 |

**Part B: Feedback and further mitigation**

**4 Summary of consultation feedback and further amendments to proposal / mitigation**

This proposal is an extension of previously approved savings. No consultation was felt appropriate for the proposal as there are deemed to be no negative impacts.