

EIA Title	Adult Social Care Transformational Savings 2020/21			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)		No	√

1. Explaining the matter being assessed

<p>What policy, function or service change are you assessing?</p>	<p>Adult Social Care's vision is to promote people's independence and wellbeing. Delivering this vision will mean people:</p> <ul style="list-style-type: none"> • Have access to information, advice and support in the community to help themselves and each other. • Build upon their strengths, with the same hopes and aspirations as everyone to work and to live independently. • Are supported to regain their skills and confidence after an illness or injury, so they can do things for themselves and stay independent. • Feel safe and experience health, social care and community partners working together to meet their needs. <p>This vision for a modern service will be delivered through the ASC transformation programme. The key elements of this programme, which will deliver savings of £12.3m on 2020/21 will be:</p> <ol style="list-style-type: none"> 1. Practice Improvement – This programme will equip practitioners to take a strength based approach, ensure they have the technology they need to work in an agile way; implement a rigorous approach to reviews; ensure direct payments are the default offer; and enhance the use of technology-enabled care. This programme has a savings target of £6.2m in 2020/21. 2. Learning Disability & Autism – This programme will reshape services to increase the number of people living independently in their own homes, with access to employment, friendship groups or other worthwhile pastimes; it will reshape day services; and facilitate better access to health provision. This programme has a savings target of £4.6m in 2020/21. 3. Accommodation with Care & Support – This programme will increase the availability of extra care accommodation for older people; expand the development of new independent living provision for people with a learning disability and/or autism; stimulate the mental health/substance misuse supported living market; and ensure provision of specialist residential and nursing care beds across the county. This programme has a savings target of £0.8m in 2020/21. 4. Mental Health – This programme will implement new service models for approved mental health professionals, older people services, working aged adult services,
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	<p>prisons, , transitions and substance misuse, all of which will be focused on promoting services to enhance independence. This programme has a savings target of £0.7m in 2020/21.</p> <p>5. Market Management – This programme will introduce new centralised processes, governance and decision making accountabilities for social care placements. No savings target has been set for this programme in 2020/21 but it facilitates the savings planned across other programmes.</p> <p>6. Reablement – This programme will reshape how ASC’s reablement services are used to promote greater independence for all who would benefit; and implement digital solutions for rota and care planning. No savings target has been set for this programme in 2020/21 but it facilitates the savings planned across other programmes.</p>																																
<p>Why does this EIA need to be completed?</p>	<p>The ASC transformation programme will mean wide ranging changes to policy, function and services affecting people who use services, their carers and SCC staff. This EIA will help us build up a profile of residents and staff with protected characteristics who may be affected by these changes. It will provide insight to help break down any barriers to accessing services and to mitigate any potential negative impacts.</p> <p>The EIA will help us meet our commitment to ensure “no one is left behind”. Assessing the impact of these changes on different ‘protected characteristic’ groups is an important part of our compliance with duties under the Equality Act 2010.</p>																																
<p>Who is affected by the proposals outlined above?</p>	<p>The proposals will affect:</p> <ul style="list-style-type: none"> • People who use services and their carers • Adult Social Care staff • Surrey Choices (SCC’s Local Authority Trading Company) 																																
<p>How does your service proposal support the outcomes in the Community Vision for Surrey 2030?</p>	<ul style="list-style-type: none"> • Everyone gets the health and social care support and information they need at the right time and place. • Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life. 																																
<p>Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)</p>	<table border="1"> <tr> <td>County Wide</td> <td>√</td> <td>Runnymede</td> <td></td> </tr> <tr> <td>Elmbridge</td> <td></td> <td>Spelthorne</td> <td></td> </tr> <tr> <td>Epsom and Ewell</td> <td></td> <td>Surrey Heath</td> <td></td> </tr> <tr> <td>Guildford</td> <td></td> <td>Tandridge</td> <td></td> </tr> <tr> <td>Mole Valley</td> <td></td> <td>Waverley</td> <td></td> </tr> <tr> <td>Reigate and Banstead</td> <td></td> <td>Woking</td> <td></td> </tr> <tr> <td>Not Applicable</td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="4">County Divisions (please specify if appropriate):</td> </tr> </table>	County Wide	√	Runnymede		Elmbridge		Spelthorne		Epsom and Ewell		Surrey Heath		Guildford		Tandridge		Mole Valley		Waverley		Reigate and Banstead		Woking		Not Applicable				County Divisions (please specify if appropriate):			
County Wide	√	Runnymede																															
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Not Applicable																																	
County Divisions (please specify if appropriate):																																	

Briefly list what evidence you have gathered on the impact of your proposals?

- Feedback from chief executives of our strategic user and carer partners at the ASC Partner Update meeting (every 2-months) where updates on the ASC transformation programme are shared
- Quarterly meetings with Healthwatch Surrey to share feedback from residents
- On-going engagement with a wide range of networks:
 - Disability groups/networks - including Local Valuing People Groups, Disability Empowerment Network Surrey, Learning Disability Partnership Board, Autism Partnership Board, Surrey Positive Behaviour Support, Spelthorne Access Network
 - Independent Mental Health Network
 - Older people groups
 - Commissioning user groups - including Surrey Hard of Hearing Forum, Long Term Neurological Conditions group, Surrey Vision Action Group, Surrey Deaf Community
 - Carers' commissioning group
 - Seldom heard groups/equalities groups
 - Clinical commissioning groups patient engagement forums
 - ICS communications and engagement groups
 - Surrey Heartlands Online Residents Panel

2. Service Users / Residents

AGE						
What information (data) do you have on affected service users/residents with this characteristic?						
The number of individuals supported by Adult Social Care is shown below, broken down by age range:						
Open ASC cases (November 2019)¹						
under 18			127			
18-44			3,702			
45-54			2,113			
55-64			2,556			
65-74			2,523			
75-84			3,515			
85-94			4,040			
>95			935			
not known			11			
Grand total			19,522			
Impacts (Please tick or specify)	Positive		Negative		Both	√
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
+ Create more age appropriate services, including independent	Changes which may impact people who use services with		Take a coordinated approach, provider by provider, introducing		31 March 2021	AD LD, Autism & Transition

¹ ASC LAS system [accessed 25 November 2019]

Equality Impact Assessment

<p>living or residential age appropriate settings</p>	<p>an age characteristic will be driven by the following programmes:</p> <ul style="list-style-type: none"> • Practice Improvement • Learning Disability & Autism • Market Management • Reablement 	<p>more specificity to support plans with clearer outcomes and finding creative solutions to deliver best value for money</p> <p>Work with the market to grow the provision of independent living accommodation, particularly for people with a learning disability</p>		<p>AD Commissioning</p>
<p>+ Offer family carers of 70yrs+ more effective support and engagement in early planning for their adult child's future wellbeing, support and financial arrangements etc</p>		<p>Identify family carers 70yrs+ and offer effective support and engagement using the family carers network to assist in conversations</p>	<p>31 March 2021</p>	<p>AD LD, Autism & Transition</p>
<p>+ Align our offer for young adults transitioning into adult services with the opportunities we will be creating for working age adults</p>		<p>Align work with Children's Services 'Next Steps - Preparing for Adulthood' programme</p> <p>Improve the flow of information and data from Children's Services</p>	<p>31 March 2021</p>	<p>AD LD, Autism & Transition</p>
<p>+ It will encourage a more creative and age appropriate response by care companies</p>		<p>Ensure commissioners and care companies co-design services with, and listen to the voices of, people who use services and their carers</p>	<p>31 March 2021</p>	<p>AD LD, Autism & Transition AD Commissioning</p>
<p>+ There will be a focus upon ensuring people have access to universal health care and screening at the right age/time in their lives</p>		<p>Work with health and community partners to deliver the LD Health/Complex Needs change programme</p>	<p>31 March 2021</p>	<p>AD LD, Autism & Transition</p>

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<p>+ There may be opportunities for people with a learning disability over 65 years of age to move to more age appropriate services with their peer age group</p>		<p>Continue to secure personalised packages of care to meet the changing needs of people over 65 years of age</p>	<p>31 March 2021</p>	<p>AD LD, Autism & Transition</p>
<p>+ Residents of all ages will be encouraged to explore what care and support their family, friends and local community can provide to meet their needs. This will encourage creativity, people to continue to play an active part in their community and to maintain their independence</p>		<p>Continue to embed strengths based practice</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>+ Skilled and trained staff will ensure residents of all ages experience earlier decision making, and provision of appropriate information and signposting</p>		<p>Train and support staff to have strengths based conversation with residents Continue to grow staff's knowledge of local community based resources Continue to work as part of Local Joint Commissioning Groups to expand the role of, the voluntary, community and faith sector</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>+ The promotion of direct payments and Individual Service Funds will give residents of all ages more choice, control and independence</p>		<p>Put support mechanisms in place to enable people of all ages to use direct payments Ensure the Personal Assistant rate is adequate to enable people to recruit and retain staff</p>	<p>31 March 2021</p>	<p>AD LD, Autism & Transition AD Commissioning</p>

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<p>+ Robust, timely and proportionate reviews will mean residents of all ages have services at a level and duration to meet their needs</p>		<p>Equip staff with the skills to undertake strengths based reviews and reassessments</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>+ Reablement services will be reshaped to support more older people in a community setting, rather than simply on discharge from hospital</p>		<p>Develop a therapy led enablement service</p>	<p>31 March 2021</p>	<p>AD Service Delivery</p>
<p>+ Technology Enabled Care will support older people to continue to live independently in the community and to provide reassurance to family</p>		<p>Strengthen the range of Technology Enabled Care on offer to people</p>	<p>31 March 2021</p>	<p>Head of Resources</p>
<p>- Older residents may not have the same ability to access a menu of support services and/or community based support services</p>		<p>Explore how family, friends and the local community can support older residents to access community based services</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>- The shift towards more creative and informal care may generate some anxiety for people of all ages</p>		<p>Ensure staff take the time to listen to, and respond to, anxieties so that people feel reassured</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>- Decisions around placements may mean older people needing residential/nursing care, are offered a setting at a distance from their family and networks</p>		<p>Look for creative ways to make the setting on offer work for families</p> <p>Facilitate a broad discussion with families including the option of top-up arrangements to extend choice</p>	<p>31 March 2021</p>	<p>ADs AD Commissioning</p>

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<ul style="list-style-type: none"> - There may be increasing demands placed upon the voluntary, community and faith sector from people of all ages, which may become overloaded and unable to support everyone who approaches them 		<p>Continue to work with partners to support and expand the role of the voluntary, community and faith sector</p>	<p>31 March 2021</p>	<p>ALT</p>
<ul style="list-style-type: none"> - There may be quality assurance and safeguarding issues around the care provided by family, friends and community networks for people of all ages, how this is assured and to whom concerns should be raised 		<p>Ensure staff are equipped to support people in taking proportionate risks and safeguarding procedures are adhered to</p>	<p>31 March 2021</p>	<p>ALT</p>
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
<ul style="list-style-type: none"> • 'Next Steps – Preparing for Adulthood' programme will help to prepare young people with a disability in transition for independent living, employment, using public transport etc. 				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
<p>There are no negative impacts that cannot be mitigated</p>				

DISABILITY

What information (data) do you have on affected service users/residents with this characteristic?

Individuals supported by Adult Social Care by primary reason for support are listed below.

Open ASC cases as at Nov 2019²

Learning Disability Support	3,933
Mental Health Support	1,634
Physical Support - Access and Mobility Only	1,507
Physical Support - Personal Care Support	7,571
Sensory Support - Support for Dual Impairment	42
Sensory Support - Support for Hearing Impairment	181
Sensory Support - Support for Visual Impairment	137
Short term support (unclassified)	902
Social Support - Asylum Seeker Support	1
Social Support - Substance Misuse Support	57
Social Support - Support for Social Isolation / Other	190
Social Support - Support to Carer	2,311
Support with Memory and Cognition	1,056
Grand Total	19,522

Impacts (Please tick or specify)	Positive		Negative		Both	√

² ASC LAS system [accessed 25 November 2019]

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
+ Commissioners and care companies will co-design new services and listen to the voice of people with a disability in shaping services to meet need	Changes which may impact people who use services with a disability characteristic will be driven by the following programmes:	Work to co-design and reshape services listening to the voice of people with a disability	31 March 2021	AD Commissioning MD Surrey Choices
+ It will create opportunities for people with a disability to explore alternative community based solutions and different living arrangements	<ul style="list-style-type: none"> • Practice Improvement • Learning Disability & Autism • Accommodation with Care & Support • Market Management • Reablement 	Continue to embed strengths based practice	31 March 2021	ADs AD Commissioning MD Surrey Choices
+ Residents with a disability will be encouraged to have a more detailed discussion, exploring what care and support their family, friends and local community can provide to meet their needs. This will encourage creativity, people to continue to play an active part in their community and to maintain their independence		Continue to embed strengths based practice	31 March 2021	ADs
+ Skilled and trained staff will ensure residents with a disability experience earlier decision making, and provision of appropriate information and signposting		Train and support staff to have strengths based conversation with residents Continue to grow staff's knowledge of local community based resources Continue to work as part of Local Joint Commissioning Groups to expand the role of,	31 March 2021	ADs

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		the voluntary, community and faith sector		
+ The promotion of direct payments and Individual Service Funds will give residents with a disability more choice, control and independence		Put support mechanisms in place to enable people with a disability to use direct payments Ensure the Personal Assistant rate is adequate to enable people to recruit and retain staff	31 March 2021	AD LD, Autism & Transition AD Commissioning
+ Robust, timely and proportionate reviews will mean residents with a disability have services at a level and duration to meet their needs		Equip staff with the skills to undertake strengths based reviews and reassessments	31 March 2021	ADs
+ The transfer of mental health services into ASC will ensure a more holistic approach looking at all aspects of care and support		Ensure mental health staff are trained and able to implement the Care Act, strengths based practice etc	31 March 2021	AD, Mental Health
+ Technology Enabled Care will support people with a disability to live independently in the community and to provide reassurance to their family		Strengthen the range of Technology Enabled Care on offer to people	31 March 2021	Head of Resources
- Placing people with a disability in community settings may be perceived as a risk to themselves and the community		Ensure people are equipped and their needs are suitable to access community resources Ensure robust safeguarding arrangements are in place Use success stories to reassure families	31 March 2021	AD, Learning Disabilities, Autism & Transition MD Surrey Choices

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<ul style="list-style-type: none"> - The shift towards more creative and informal care may generate some initial anxiety for people with a disability 		<p>Ensure staff take the time to listen to, and respond to, anxieties so that people feel reassured</p>	<p>31 March 2021</p>	<p>ADs</p>
<ul style="list-style-type: none"> - Decisions around placements may mean people with disabilities are offered a setting at a distance from their family and networks 		<p>Look for creative ways to make the setting on offer work</p> <p>Ensure staff offer families top-up arrangements to extend choice</p>	<p>31 March 2021</p>	<p>ADs AD Commissioning</p>
<ul style="list-style-type: none"> - There may be increasing demands placed upon the voluntary, community and faith sector from people with a disability, which may become overloaded and unable to support everyone who approaches them 		<p>Continue to work with partners to support and expand the role of the voluntary, community and faith sector</p>	<p>31 March 2021</p>	<p>ALT</p>
<ul style="list-style-type: none"> - There may be quality assurance and safeguarding issues around the care provided by family, friends and community networks for people with a disability, how this is assured and to whom concerns should be raised 		<p>Ensure staff are equipped to support people in taking proportionate risks and safeguarding procedures are adhered to</p>	<p>31 March 2021</p>	<p>ALT</p>

**What other changes is the council planning/already in place that may affect the same groups of residents?
Are there any dependencies decisions makers need to be aware of**

- Changes introduced from April 2019 mean holders of a disabled person's bus pass or a disabled companion pass pay a fare to travel by bus before 9.30am or after 11pm on weekdays. However they will still be able to travel for free between 9.30am and 11pm on weekdays and any time at the weekend and on public holidays.
- 'Next Steps – Preparing for Adulthood' programme will help to prepare young people with a disability in transition for independent living, employment, using public transport etc.

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- Proposals to discontinue the Surrey Disability Register will be subject to a public consultation in January 2020. The Adults Leadership Team have discussed actions to mitigate/minimise any potential negative impacts, pending the outcome of the consultation.
- Termination of the Section 75 arrangement between Surrey County Council and Surrey and Borders Partnership NHS Foundation Trust will affect residents with a mental health problem. These changes have been subject to extensive co-production, joint communications, regular governance meetings, Data Protection Impact Analysis and an Equality Impact Assessment to maximise positive and minimise negative impacts.

Any negative impacts that cannot be mitigated? Please identify impact and explain why

There are no negative impacts that cannot be mitigated

RACE INCLUDING ETHNIC OR NATIONAL ORIGINS, COLOUR OR NATIONALITY

What information (data) do you have on affected service users/residents with this characteristic?

Open ASC cases as at Nov 2019 by Ethnicity³

White	17165
English / Welsh / Scottish / Northern Irish / British	16320
Irish	226
Gypsy or Irish Traveller	19
Any other White background	600
Mixed / multiple ethnic groups	199
White and Black Caribbean	48
White and Black African	15
White and Asian	48
Any other mixed / multiple ethnic background	88
Asian / Asian British	617
Indian	173
Pakistani	200
Bangladeshi	32
Chinese	47
Any other Asian background	165
Black / African / Caribbean / Black British	195
African	74
Caribbean	78
Any other Black / African / Caribbean background	43
Other ethnic group	219
Arab	19
Other	200
No data	1127

³ ASC LAS system [accessed 25 November 2019]

Equality Impact Assessment

	Refused	61				
	Undeclared / Not known	1066				
	Grand Total	19,522				
Impacts (Please tick or specify)	Positive		Negative		Both	√
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
+ The offer of a direct payment may enable people to access services which cater for their race	Changes which may impact people who use services with a race characteristic will be driven by the following programme: <ul style="list-style-type: none"> Practice Improvement 		Put support mechanisms in place to enable people to use direct payments	31 March 2021	AD Commissioning	
+ People of different races will be encouraged to explore support available from within their community			Continue to embed strengths based practice Continue to grow staff's knowledge of local community based resources	31 March 2021	ADs	
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of						
-						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
There are no negative impacts that cannot be mitigated						

RELIGION OR BELIEF INCLUDING LACK OF BELIEF

What information (data) do you have on affected service users/residents with this characteristic?

Open ASC cases as at Nov 2019 by Religion⁴

Baha'i	1
Buddhist	39
Christian	10747
Declined/ refused	1052
Hindu	100
Jain	2
Jewish	59
Muslim	324
None	2744
Other	419
Pagan	15
Sikh	34
Unknown	3980
Zoroastrian	6
Grand Total	19522

Impacts (Please tick or specify)	Positive		Negative		Both	√
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
+ The offer of a direct payment may enable people to access services which cater for their faith	Changes which may impact people who use services with a religion or belief		Put support mechanisms in place to enable people to use direct payments	31 March 2021	AD Commissioning	

⁴ ASC LAS system [accessed 25 November 2019]

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<p>+ People with a religion or belief system will be encouraged to access support from within their faith community</p>	<p>characteristic will be driven by the following programme:</p> <ul style="list-style-type: none"> • Practice Improvement 	<p>Continue to embed strengths based practice</p> <p>Continue to grow staff's knowledge of local community based resources</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
<p>-</p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
<p>There are no negative impacts that cannot be mitigated</p>				

CARERS PROTECTED BY ASSOCIATION

What information (data) do you have on affected service users/residents with this characteristic?

Number of carers known to ASC as at November 2019 by age⁵

under 18	4
18-29	54
30-39	80
40-49	306
50-59	782
60-69	659
70-79	427
80-89	285
90+	50
not recorded	11
Grand Total	2,658

'Carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid'⁶. Carers are the largest source of support for disabled and vulnerable and the most significant form of 'social capital' in our communities. Effective support for carers is therefore critical for the effective delivery of both health and social care services.

Based on the 2011 Census and population projections we can estimate that in 2016 there were 115,216 carers of all ages living in Surrey in 2016, this equates to 10% of the population⁷. Based on the Valuing Carers 2015 research, these carers save the public purse an estimated £1.8 billion a year in Surrey. The figure for the UK is estimated at £132 billion⁸. Support for carers in the community is an important factor in preventing emergency admission.

⁵ ASC LAS system [accessed 25 November 2019, includes Carers and Carers who also use services]

⁶ Action for Carers Surrey. Working definition of a carer. Available from: <http://www.actionforcarers.org.uk/what-we-do/>

⁷ Office for National Statistics. 2011 Census and population projections. Available from: <https://www.ons.gov.uk/census/2011census/2011censusdata>

⁸ Carers UK. Valuing Carers 2015 – The Rising Value of Carers' Support, 2015. Available from: <http://www.carersuk.org/for-professionals/policy/policy-library/valuing-carers-2015>

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The impact of caring can be detrimental to carers' health owing to a number of factors, including stress related illness or physical injury. Carers may experience financial hardship as a result of their caring role. The impact of caring on the carer is partly dependent on the number of hours spent caring. Other factors might include whether or not a carer is in employment, and for older carers in particular there is an impact on health. Based on the 2011 Census and population projections, Surrey's 2016 projected BAME carers population is 18,817 (16.3% of the total carers population); this group has been identified as facing particular difficulties in accessing and using support services for carers for a number of reasons, such as language barriers and a lack of culturally-appropriate information.

Based on the 2011 Census and population projections, it is estimated that there are higher numbers of female carers in Surrey. The proportion is the highest in the 16-64 age group, where 60% of carers are female. This increases to 67% in that age group where they are caring for 50 or more hours per week. The 85+ age group is an exception to this, however, as the majority of carers (57%) are male. This increases to 58% for carers aged 85 and over who are caring for more than 20 hours per week.

Impacts (Please tick or specify)	Positive		Negative		Both	√
Impacts identified	Supporting evidence			How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
+ Direct payments will offer carers more choice and support options	Changes which may impact upon carers will be driven by the following programmes: <ul style="list-style-type: none"> • Practice Improvement • Learning Disability & Autism 			Strengthen support mechanisms to enable carers to use direct payments	31 March 2021	AD Commissioning
+ Increase home adaptations to encourage and enable families to look after their adult family member at home				Work with district and borough councils to ensure home adaptations are undertaken with pace	31 March 2021	ADs
- Carers may be resistant to, and feel anxious about, change				Involve carers in the co-design of new services Provide clear communication to help carers understand why and how services are changing Listen to carers concerns and reflect these into service design	31 March 2021	ADs

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<p>- Carers may feel obliged to take on more of a caring role</p>		<p>Continue to support carers in their caring role</p> <p>Monitor the use of carers' services to ensure equitable access</p> <p>Ensure carers are assessed in their own right and have a support plan</p> <p>Ensure any young carers are identified and given support</p>	<p>31 March 2021</p>	<p>ADs</p>
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
<p>-</p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
<p>There are no negative impacts that cannot be mitigated</p>				

3. Staff

AGE						
What information do you have on the affected staff with this characteristic?						
9% of the HW & ASC workforce are under 30 years old compared to 13% countywide. 43% of the HW & ASC workforce are over 50 years old compared to 36% countywide.						
Impacts	Positive		Negative		Both	√
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
+ The review of organisational structure and accountabilities may create opportunities for staff of all ages to develop new skills and to take on new roles and responsibilities.	Review of the organisational structure and accountabilities in ASC and the rollout of hybrid technology which are both part of the Practice Improvement programme.		Ensure any review of organisational structure and accountabilities is supported by HR and a formal consultation process.		31 March 2021	ADs
+ The review of organisational structure may create new entry level roles to support young people to join the workforce.			Consider opportunities for Apprentice and entry level roles across the service open to all candidates.		31 March 2021	ADs
- The roll out of hybrid technology to frontline staff may be more challenging for mature members of staff to adopt			Provide training to support the roll out of hybrid technology to staff		31 March 2021	ADs
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
- The 2020 Pay award will impact this group of staff positively in increased pay for those with headroom in their grade.						

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Any negative impacts that cannot be mitigated? Please identify impact and explain why

There are no negative impacts that cannot be mitigated

DISABILITY						
What information do you have on the affected staff with this characteristic?						
2.35% of the HW and ASC workforce have declared a disability compared to SCC at 2.83% of the countywide workforce.						
Impacts	Positive		Negative	√	Both	
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner	
- Any change to organisation structure or location could mean staff with a disability find travelling to carry out their duties more challenging	Review of the organisational structure and accountabilities in ASC as part of the Practice Improvement programme	<p>Ensure any review of organisational structure and accountabilities is supported by HR and a formal consultation process</p> <p>Ensure staff are engaged and consulted regarding changes to location and reasonable adjustments continue to be made.</p>		31 March 2021	ADs	
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
<ul style="list-style-type: none"> Moving closer to Residents (MCTR) will involve the relocation of the civic hub from County Hall to Woking and a redistribution of staff within the county. Agile working – will provide people with the tools to work from any location. It will not apply to every role and every individual but focuses on the principle that work is something we do not somewhere we go. 						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
There are no negative impacts that cannot be mitigated						

CARERS PROTECTED BY ASSOCIATION						
What information do you have on the affected staff with this characteristic?						
<i>We do not collect data on carers within the workforce.</i>						
Impacts	Positive		Negative		Both	√
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner	
+ Introduction of hybrid devices will enable staff to be more flexible so they can accommodate caring responsibilities	Review of the organisational structure and accountabilities in ASC as part of the Practice Improvement programme	Provide training to support the roll out of hybrid technology to staff		31 March 2021	ADs	
- Any change to organisation structure or location could mean staff with a caring responsibility find travelling to carry out their duties more challenging		Ensure any review of organisational structure and accountabilities is supported by HR and a formal consultation process Ensure reasonable adjustments continue to be made		31 March 2021	ADs	
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
<ul style="list-style-type: none"> Moving closer to Residents (MCTR), this will involve the relocation of the civic hub from County Hall to Woking and a redistribution of staff within the county. Agile working – will provide people with the tools to work from any location. It will not apply to every role and every individual but focuses on the principle that work is something we do not somewhere we go. 						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
There are no negative impacts that cannot be mitigated						

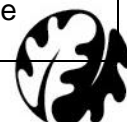
4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
No changes have been made as a result of this EIA	-

5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
Outcome One	No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	
Outcome Two	Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
Outcome Three	Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> Sufficient plans to stop or minimise the negative impact Mitigating actions for any remaining negative impacts plans to monitor the actual impac. 	√
Outcome Four	Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission’s guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay, available here).	
<i>Please use the box on the right to explain the rationale for your recommendation</i>	<p>The ASC transformation programme is evolutionary in approach, building upon changes to the way care and support services are delivered that have been underway for a number of years.</p> <p>There will be many positive impacts for people who use services and their carers arising from the ASC transformational changes in 2020/21. For example, we will build upon people’s strengths and help them stay connected to their community, extend reablement to all client groups in a community setting; reshape our learning disability services to offer more creative, community based options; extend the use of direct payments to give more choice and control etc.</p> <p>However, the ‘easy wins’ to deliver savings have long since been implemented. With the need to save a further £12.3m in 2020/21, it is acknowledged that whilst actions are in place to mitigate and minimise negative impacts it will be difficult to do so in all cases. For example:</p>	



	<ul style="list-style-type: none"> • Decisions around placements may mean people needing residential and nursing care, are offered settings at a distance from their family. • Tough conversations with people, their families and carers about what ASC can do and what they need to do. • Increasing demands upon the voluntary, community and faith sector to support people in the community. • Quality assurance and safeguarding issues around the care provided by family, friends and community networks. • Carers may feel obliged to take on more of a caring role and anxious about change. <p>ASC is absolutely committed to providing a consistent and good quality service where it is needed most, but also has to do so within the financial and other resources available to the Council.</p>
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6a. Version Control

Version Number	Purpose/Change	Author	Date
v1	Initial draft	Kathryn Pyper	22 November 2019
v2	Incorporate data, and HR input	Kathryn Pyper	13 December 2019
v3	Incorporate feedback from Finance and ASC Directorate Equality Group	Kathryn Pyper	19 December 2019
v4	Signed-off by Executive Director	Kathryn Pyper	7 January 2020
v5	Signed-off by Cabinet Member	Kathryn Pyper	23 January 2020

6b. Approval

	Name	Date approved
	Simon White, Executive Director, Adult Social Care	7 January 2019
	Sinead Mooney, Cabinet Member for Adult Social Care	23 January 2020
	ASC Directorate Equality Group	16 December 2019

EIA Author	Kathryn Pyper
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6c. EIA Team

Name	Job Title	Organisation	Team Role
Kathryn Pyper	Senior Programme Manager	Adult Social Care	Equalities and diversity lead for Adult Social Care
Hannah Dwight	HR Business Partner	Surrey County Council	HR&OD
Veronica Bezear	Information Analyst	Adult Social Care	Information Analyst
Wil House	Strategic Finance Business Partner for ASC	Adult Social Care	Finance lead

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