

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #634

1.0 Screening Information

Project Name

Adult Social Care Strategy

Name of Project Sponsor

Faye Pemberton Crow

Name of Project Manager

Katie Stallard

Name of Project Lead

Katie Stallard

Please give a brief description of the project

This isn't a project as such however a strategy has been drafted to document our approach to Adult Social Care in Worcestershire. This strategy is central to the People Directorate and outlines the work in place and in development for adults in accordance with our statutory duties set out in the Care Act 2014. Shaping Worcestershire's Future is our five-year corporate plan for change. Our plan for Worcestershire sets our clear objectives to transform services, deliver better outcomes for individuals and achieve financial sustainability.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Does not need a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. Our partnership work places us in a strong position to focus on the challenges presented to us. Councils across the country are still learning how to live with the longer term impact of the pandemic such as increased need and demand, a competitive recruitment market and the cost of living challenges. Acknowledging these difficulties, we need a new approach in Adult Social Care that shows we understand these challenges. A way that consolidates the learning over the recent years and builds on the relationships formed across our County. Our new approach will support all aspects of an individual's wellbeing to stay active and well regardless of their age, disability, or condition. This strategy is central to the People Directorate and outlines the work in place and in development for adults in accordance with our statutory duties set out in the Care Act 2014. Shaping Worcestershire's Future is our five-year corporate plan for change. Our plan for Worcestershire sets our clear objectives to transform services, deliver better outcomes for individuals and achieve financial sustainability.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.
To draft a strategy and engage partners and the public to ensure its fit for purpose

Project Outcomes

Briefly summarise what the project will achieve.
Three key priorities -

* Right support, right place, right time - Offering care and support that is coordinated and enables individuals to live as they want to, being seen as a unique person with skills, strengths and goals. Enabling people to make informed choices to manage their health and wellbeing at a time and place that's right for them.

* Working in partnership with local people - Working together across Worcestershire to provide a holistic approach to the health and care needs of our community. People feel connected to their community and their feedback and experience is used to shape services and make changes.

* Future Focused - Understanding and responding to the many changes and opportunities that face social care, now and in the future. Working with people and our partners to maintain safe systems of care, making safeguarding personal by concentrating on improving people's lives.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Adult Social Care

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

January 2024

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

Yes

An overarching screening has already been carried out for the following areas:

Data Protection

Equality and Public Health

Environmental Sustainability

What was the conclusion?

Only Equality and Public Health required

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Herefordshire & Worcestershire STP

Worcestershire Acute Hospitals NHS Trust

Worcestershire Health and Care NHS Trust

Worcestershire County Council

Other - Health watch, VCSE Alliance, District Councils, LGA (Local Government Association)

Details of contributors to this assessment:

Name	Faye Pemberton Crowe
Job title	Assistant Director
Email address	fpemberton@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Carers

Staff

Communities

Other - Partners/providers

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

We have reviewed our JSNA's to know our demographic information alongside dashboards and data through our informatics team, we have engaged with our building together forum and partners to establish the needs.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Our areas of focus cannot be delivered in isolation, whilst acknowledging our duties set out in the Care Act 2014. Successful delivery of this strategy will only be achieved through collaborative working to provide a joined up approach for the residents of Worcestershire. In developing this strategy, we have shared our plans and ideas with many people and heard their thoughts and considerations. These have shaped our priority areas which we believe will have the greatest impact and improve outcomes for our residents. Over the last 6 months, we have talked to many people who have helped shape the new ASC strategy. People who have received our services and/or are carer's, have written the 'I' statements using their experience. We have shared the strategy with partners to ensure a collaborative approach and that we can all work together to achieve these outcomes.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

Due to the findings we have structured the strategy into three key areas which we believe will enhance the resilience of our local community whilst delivering our statutory duties.

The three key priorities are -

Right support, Right Place, Right Time

Working in partnership with local people

Future Focused.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected.

Explanation of your reasoning:

We believe this strategy will help us to enable people to live their best lives and improve their health and wellbeing no matter their age. We are aware that people are living longer and their needs may become more complex as individuals age. Ensuring the right support at the right time will ensure those individuals have a more positive outcome with the changes we wish to make in Adult Social Care#.

This strategy will have a positive impact on anyone aged over 18 years by:

* Providing support, education and training to enable people to identify social isolation and loneliness and offer support as required through preventing and delaying the need for care

* Providing education and information to encourage and enable people to age healthy and well and to know how to access relevant information.

* Facilitating opportunities to improve the overall physical health of individuals from young adults into later life.

* Supporting people through Key life changes and events

We know that people are living longer which puts increased pressure on services and Adult Social Care budgets which is why our strategy encourages people to stay physically active through both strength and balance components which in turn helps the reduction of falls and helps to ensure individuals remain living at home for longer and reducing the need for support, especially as they approach later life.

Disability

Potential positive impact selected.

Explanation of your reasoning:

Keeping active helps people stay independent and maintain their health and wellbeing. Physical activity that includes both strength and balance components help the reduction of falls, especially as we approach later life. Muscle weakness and poor balance in later life are the most common preventable risk factors for falls. Making small changes to our lifestyle in earlier life can affect the ability to self-care, to walk, to engage in leisure activities and to work. Therefore, it is important to enable people to maintain their level of physical activity and wellbeing to age well. Our aim through this strategy is to help increase independence and ensure a strengths based practice is embedded to reduce and delay the need for Adult Social Care.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

We know historically individuals going through gender reassignment are at higher / increased risk of discrimination. Although the strategy doesn't directly have an impact specifically in this area anyone undergoing gender reassignment who have Care Act eligible needs will be supported to have their needs met in the most preventative way.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for people in this area.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for people in this area.

Race including travelling communities

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

There is a potential impact on those who have historically, or currently have no fixed address such as some Gypsy, Roma and Traveller communities / families / individuals, are at higher risk of isolation than those not sharing this background. Studies show that acute loneliness and social isolation can significantly impact on wellbeing and quality of life. Being lonely has a significant and lasting negative effect on blood pressure. It is also associated with depression (either as a cause or as a consequence) and higher rates of mortality. Whilst this strategy doesn't affect service provision, the aim is to continue to carry on the good work already in place. For example - An established 'Tackling Loneliness Partnership Group' where over 35 organisations attend. - The creation of a 'Stay Connected Pledge', developed by the Partnership Group where partner organisations sign up to a set of key principles etc.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Although the strategy doesn't directly have an impact specifically in this area anyone who has certain beliefs who have Care Act eligible needs will be supported to have their needs met in the most preventative way that doesn't impact on their religion or beliefs..

Sex

Potential neutral impact selected.

Explanation of your reasoning:

Adult Social Care is for everyone with care act eligibility and those individuals who require information and support regardless of their sex.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

Adult Social Care is for everyone with care act eligibility and those individuals who require information and support regardless of their sex orientation.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

Working closely with Public Health to support all vulnerable and disadvantaged groups, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. In addition to information and guidance, we will maximise our efforts to identify people at risk of falling earlier. This will be implemented by our front door team and community reablement team in addition to our existing strength based assessments. We will work closely with our District Council and NHS Colleagues to reduce the barriers to access equipment and assistive technology, to ensure timely access. We will work closely with Housing colleagues and support the implementation of the Housing strategy to ensure that there is adequate housing stock to meet the evolving health needs of individuals as they age across Worcestershire. We will offer care and support that is coordinated and enables individuals to live as they want to, being seen as a unique person with skills, strengths and goals.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

We will provide high quality advice, guidance, and information which is easy to navigate, joined up and which enables people to maintain control and to exercise choice at whatever point they are in their lives. We will work towards an inclusive and fair culture by improving equality, equity and choice for Worcestershire residents. Working with our Equality, Diversity and Inclusion Lead, our Building Together Forum and other co-production Partnership Boards, we will review and enhance access to care and support to ensure an inclusive and fair culture for our Worcestershire residents which is personalised to their needs. We will work closely with our Public Health colleagues to analyse and further understand the needs of our people across Worcestershire and reduce inequalities through future commissioning of services.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Creating a sense of connection through inclusive communities and improving the quality of life of Worcestershire residents is an important part of the Adult Social Care strategy. Enabling inclusive spaces within the community to promote social connections. We will work with young people, their families and other involved services towards maximising their independence and quality of life as part of 'preparing for adulthood' and effective transitional safeguarding. Loneliness and social isolation can affect everyone. Older people are particularly vulnerable after the loss of friends and family, reduced mobility or limited income. We will work with our local communities to understand the diverse health and care needs of people and local communities, so care is joined-up, flexible and supports choice and continuity. It is estimated that among those aged over 65, between 5 and 16 per cent report loneliness and 12 per cent feel isolated. As the UK's population rapidly ages, the issue of acute loneliness and social isolation is one of the biggest challenges facing our society. Health issues arising from loneliness and isolation add pressure on statutory health and social care services. Through early intervention and prevention, we can improve people's quality of life, while limiting dependence on more costly services.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

We are committed to ensuring residents have access to services which are personalised, local and available when they need it. The number of adults (aged 18-64) requiring care is forecast to increase by 29% by 2038. For people over 65 years predictions are even higher at a 57% increase in people who may require care and support. Worcestershire has an adult population of 354,064. Our population is older than the national average with 1.39% of the adult population receiving support from Adult Services. The population is growing and more of us can expect to live longer which has an impact on physical health. We will embed an early intervention and prevention approach across our work to de-escalate and delay need, to enable individuals to access services when

they really need them. Working closely with Public Health, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. Delivered by our Pathway 1 and Community Reablement Team, we will offer access to strengthening programmes following a period of inactivity to prevent deconditioning events. In addition we will signpost people to the Healthy Worcestershire Programme. We will utilise our communities' strengths, capacity, skills and resources to prevent, reduce and delay needs from arising.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

We will ensure that safety is a priority for everyone and have robust systems, processes and practices to safeguard people from abuse. Having preventative services and information in place will support to reduce isolation and loneliness which has an impact on individuals mental health and wellbeing. We will link with the prevention strategy to ensure consistency in our approach.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

Under Section 4 of the Care Act the Local Authority must establish, co-ordinate and maintain a service (or services) that provide accessible, up-to-date, accurate, comprehensive but proportionate advice and local information relating to Care and Support for people and support for carer's. Information and advice services enable people, carer's and families to take control of, and make well informed choices about their Care and Support and how they fund it. Not only does information and advice help to promote people's Wellbeing by increasing their ability to exercise choice and control, it is also a vital component of preventing or delaying people's need for Care and Support which the Local Authority must always consider as part of its statutory duties.

We want to provide residents with high quality advice, guidance and information to promote choice, control and independence where people are enabled to -

- * Have confidence that the voice of carer's is equally heard and services are tailored as appropriate.
- * Know that we are being listened to and services are developed and improved based on our feedback and experience.
- * We want advice, guidance and information personalised to our needs which promotes our wellbeing.

We will relaunch our community directory which will offer a central location for accessing health and wellbeing information across the county. It will be aligned to the Health and Wellbeing Strategy, Prevention Strategy and the Information and Advice strategy which is being progressed and provides a strong preventative approach. Working together with our Building Together Forum and our Equality, Diversity and Inclusion Lead, we will ensure that our information, advice and guidance is accessible and inclusive.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

The aim is the strategy is due to go live in January 2024 and we will monitor and review our progress against the strategy within 12 months so we will review this at the same time.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

12/12/2023 13:31:37

Screening Submitted Date Time

13/11/2023 13:44:19

Last Reopened Date Time

12/12/2023 09:11:42

Full Impact Submitted Date Time

12/12/2023 09:15:09

Approved/Rejected Date Time

12/12/2023 13:31:37

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

[Katie Stallard \(KStallard2@worcestershire.gov.uk\)](mailto:KStallard2@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Katie Stallard \(KStallard2@worcestershire.gov.uk\)](mailto:KStallard2@worcestershire.gov.uk)

[Lauren Williams \(LWilliams1@worcestershire.gov.uk\)](mailto:LWilliams1@worcestershire.gov.uk)

[Lauren Williams \(LWilliams1@worcestershire.gov.uk\)](mailto:LWilliams1@worcestershire.gov.uk)

10

Direct Questions

Question:

Hello, I have emailed directly to share some queries. M

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 23/11/2023 16:36:03

Katie Stallard (KStallard2@worcestershire.gov.uk) has been asked this question.

Response:

Hello,

I have just emailed you directly with some feedback :)

Many thanks,

Lauren

Lauren Williams (LWilliams1@worcestershire.gov.uk) at 08/12/2023 12:10:08

[Add Response](#)