

Equality Impact Assessment (EqIA) form: the initial impact assessment

1. Process and guidance

The purpose of an EqIA is to make sure that the council is meeting the needs of all our residents by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways. EqIAs help us to meet our [Public Sector Equality Duty](#) and where applicable the [Armed Forces Duty](#)

The council has a two stage EqIA process:

- Stage 1 - the initial impact assessment
- Stage 2 - the full impact assessment.

This form is for use at Stage 1 of the process. This must be completed when undertaking a project, policy change, or service change. It can form part of a business case for change and must be completed and attached to a Project Initiation Document. The findings of the initial impact assessment will determine whether a full impact assessment is needed.

Guidance and tools for council officers can be accessed on the council's Tackling Inequality Together intranet pages.

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|--|--------------------------|--|
| Date started: | 05.10.23 | |
| Completed by: | Iftkhar Ahmed | |
| Service: | Strategic Commissioning | |
| Project or policy EqIA relates to: | Social Care Future (SCF) | |
| Date EqIA discussed at service team meeting: | 20.10.23 | |
| Conclusion (is a full assessment needed?): | No | |

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|---------------------|---------------|--|
| Signed off by (AD): | Wesley Hedger | |
| Sign off date: | 31.10.23 | |

2. Summary of the policy, project, or service

This section should be used to summarise the project, policy, or service change (the proposal).

What is the purpose of the proposal, what are the aims and expected outcomes, and how does it relate to service plans and the corporate plan?

Adult Social Care (ASC) is an important issue for everyone, regardless of age, health or personal circumstances. The ASC Strategy was approved by Executive in 2020 and sets out our vision and the strategic priorities and identifies the actions we want to achieve in the context of challenging budgetary and demographic pressures.

People experience social care unequally, with some groups more likely to receive poorer care. The social care system has lacked adequate investment for decades., COVID-19 has highlighted the extent of this, during lockdown it was recognised that many people who use services live in permanent lockdowns and experience inequality every day. Social Care Future is about ensuring that everyone is included and change only happens in people’s lives with their say. We believe that a cross party approach to doing this can have the best outcomes for residents and ensure continuity and stability.

Our existing ASC strategy and priorities will remain in place, but we will reframe our strategic vision and incorporate the new ideas of Social Care Future and call for big change in how public service resources are used alongside citizens and community assets.

Social Care Future has suggested 5 key changes to unlock an equal life and identify and challenge these unacceptable inequalities and to reduce them. These are:

- Communities where everyone belongs
- Living in the place we call home
- Leading the lives we want to live

- More resources, better used
- Sharing power as equals

To support this cultural shift in Wokingham Borough, we believe that our Social Care Future Charter will embed the movement within the fabric of adults social care and our partners. Our charter focuses on what matters to the people of Wokingham and includes the core principles that enable us to deliver the Social Care Future vision. The Charter has been developed in partnership with our Social Care Future Group and wider community partners. The charter was also consulted on at a public event in July 2023, at which 100 people attended.

The aim when producing the Charter has been to ensure that it is accessible and meaningful to anybody who reads it. The Charter will be available for signing and downloading on our website by local residents, elected members, providers of social care, statutory and voluntary partner organisations. The Charter will be presented to Full Council in January 2024.

Social Care Future Vision will require commitment from across the Council including transport, housing and planning. In addition, our partners in health, independent care providers and the voluntary, community and faith sectors are fundamental in this journey to work together and do social care differently to put control into the hands of people and communities, connecting people and resources together.

We hope that through the Social Care Future (SCF) initiative we can all unite and work together to do the best we can so that everyone can enjoy a 'gloriously ordinary life'.

How will the proposal be delivered, what governance arrangements are in place and who are the key internal stakeholders?

Locally we have a Core Group of partners working across ASC including people who use ASC support. The purpose of the Core Group is for stakeholders to explore their hopes for the network and contribute towards supporting an equal life for disabled and older people and to use the vision to steer local action.

Our Charter has been developed by our local Core Group and people who use services, with input from a wide range of partners summarises how we want to deliver Social Care Future locally. As mentioned above, the Charter summarises the values stakeholders must all work towards to make Social Care Future a reality.

This is the beginning of our journey and our Core Group meets monthly. It is proposed that our Core Group will provide an annual progress review for the Health Overview and Scrutiny Committee and Full Council, against the core principles of Social Care Future.

The Charter will be hosted on the Councils website, all partners will be invited to sign up to this and help embed this into their work.

Who will be affected by the proposal? Think about who it is aimed at and who will deliver it.

This is a social movement and will benefit vulnerable adults and carers in the borough who use care and support services both now and in the future. It will also benefit social care providers as it clearly aligned to the Council’s vision and the values we want providers to have and sign up to.

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3. Data & Protected Characteristics

This section should be used to set out what data you have gathered to support the initial impact assessment.

The table below sets out the equality groups that need to be considered in the impact assessment. These comprise the nine protected characteristics set out in the Equality Act 2010 and other priority areas defined by the council.

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|------------------|------------|---------------------|--------------------------------|-----------------------------|
| Age | Disability | Gender reassignment | Marriage and Civil Partnership | Pregnancy/Maternity |
| Religious belief | Race | Sex | Sexual Orientation | Socio-economic disadvantage |

The Armed Forces Act 2021 also requires consideration of the [impact on Armed Forces Communities](#) when exercising certain housing, education or healthcare functions (excluding social care). Further guidance can be found [here](#).

What data and information will be used to help assess the impact of the proposal on different groups of people? A list of useful resources is available for officers on the Council’s Tackling Inequality Together intranet pages.

Data monitoring within Adults Social Care of the protected characteristics of people using our services
 Make up of the Social Care Future Core Group
 Evidence of specific interventions for people with protected characteristics
 Case studies
 Feedback from partners and residents

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4. Assessing & Scoring Impact

This section should be used to assess the likely impact on each equality group, consider how significant any impacts could be and explain how the data gathered supports the conclusions made.

| Scoring impact for equality groups | |
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| Positive impact | The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations |
| Neutral or no impact | The proposal has no impact or no disproportionate impact. |

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| Low negative | The proposal is likely to negatively impact a small number of people, be of short duration and can easily be resolved. |
| High negative | The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people. |

Referring to the Scoring table above, please give an impact score for each group, explain what the likely impact will be, and briefly set out how the data supports this conclusion.

| Equality group | Impact score | Impact and supporting data |
|--------------------------------|----------------------|--|
| Age | Positive impact | We recognise we have a growing and aging population. Committing to the Social Care Future vision means we will collaborate to prevent, reduce and delay the need for ongoing support, supporting people where possible to remain in their own homes and communities in familiar surroundings. |
| Disability | Positive impact | We recognise we have a growing and aging population and Committing to the Social Care Future vision means we will collaborate to prevent, reduce and delay the need for ongoing support, supporting people where possible to remain in their own homes and communities in familiar surroundings. We want to ensure that we have communities where everyone belongs and a better awareness and understanding of mental health, dementia and unseen disabilities |
| Gender reassignment | Neutral or no impact | The Social Care Future vision is applicable to all residents regardless of protected characteristic |
| Marriage and Civil Partnership | Neutral or no impact | The Social Care Future vision is applicable to all residents regardless of protected characteristic |
| Pregnancy/Maternity | Neutral or no impact | The Social Care Future vision is applicable to all residents regardless of protected characteristic |
| Religious belief | Positive impact | We recognise that the borough profile is changing and this needs to be taken into account to ensure there is equal access for everyone. Inspired by the Social Care Future vision, we want everyone to lead the lives they want to live and to be represented and included in decision making. |

| | | |
|-----------------------------|----------------------|--|
| Race | Positive impact | We recognise that the borough profile is changing and this needs to be taken into account to ensure there is equal access for everyone. Inspired by the Social Care Future vision, we want everyone to lead the lives they want to live and to be represented and included in decision making. |
| Sex | Neutral or no impact | The Social Care Future vision is applicable to all residents and emphasises the need to involve people who are often underrepresented in coproduction. |
| Sexual Orientation | Neutral or no impact | The Social Care Future vision is applicable to all residents and emphasises the need to involve people who are often underrepresented in coproduction |
| Socio-economic disadvantage | Neutral or no impact | The Social Care Future vision is applicable to all residents across the borough and emphasises the need to involve people who are often underrepresented in coproduction |
| Armed Forces Communities | Neutral or no impact | The Social Care Future vision is applicable to all residents across the borough and emphasises the need to involve people who are often underrepresented in coproduction |

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5. Conclusion and next steps.

Based on your findings from your initial impact assessment, you must complete a full impact assessment if you have identified any groups as having a low or high negative impact.

If no impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must include reference to the initial assessment in any associated reports, and it must receive formal approval from the Assistant Director responsible for the project, policy, or service change.

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