

Public Document Pack



**WOKINGHAM
BOROUGH COUNCIL**

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To:- All Committee Members

HEALTH OVERVIEW AND SCRUTINY COMMITTEE - MONDAY, 6TH NOVEMBER, 2023

I am now able to enclose, for consideration at the next Monday, 6th November, 2023 meeting of the Health Overview and Scrutiny Committee, the following reports that were marked as 'to follow' on the agenda sent out recently.

Agenda No	Item
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37.	<u>Social Care Futures</u> (Pages 3 - 26)
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To receive a presentation on Social Care Futures.

Yours sincerely

Susan Parsonage
Chief Executive

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TITLE	Social Care Future
FOR CONSIDERATION BY	Health Overview and Scrutiny Committee on Monday, 6 November 2023
WARD	None Specific
KEY OFFICER	Matt Pope; Executive Director of Childrens, Adults and Health Services

OUTCOME / BENEFITS TO THE COMMUNITY

Social Care Future (SCF) is a national movement for change that is working to ensure the care and support that we want for ourselves and our families meets our needs and is fit for the future we want.

The social care community in Wokingham Borough has adopted the Social Care Future vision and we are seeking the support of Full Council to embrace this movement. This will include the adoption of our locally developed Social Care Future Charter and a political commitment to work together with people who use adult social care and family carers, to achieve positive outcomes for our communities.

RECOMMENDATION

That the Health Overview and Scrutiny Committee:

1. Note our commitment to the Social Care Future Vision
2. Consider how HOSC may best support the delivery of the Social Care Future Vision and work with people who use adults social care and family carers to achieve positive outcomes for our community.
3. For representatives of the Health Overview and Scrutiny Committee to attend a Member briefing (Date TBC).
4. Note the principles included within Wokingham Borough Council's Social Care Future Charter

SUMMARY OF REPORT

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.

The Social Care Future movement 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 Borough 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 the wider community.

The aim when producing our 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.

Adopting the 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 initiative we can all unite and work together to do the best we can so that everyone can enjoy a 'gloriously ordinary life.

Background

Adult Social Care (ASC) is an important issue for everyone, regardless of age, health or personal circumstances. ASC provides support in a variety of ways to people living in Wokingham Borough who have the highest level of need, for example those with a disability or a long-term illness, older people, and to unpaid carers. It helps people do everyday things, and safeguards people from significant harm and enables them to live a normal life. During 2022/23 the Council received 5,758 requests for its services and approximately 2,684 people received a paid for care package. It is also one of the highest areas of spend for the Council.

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.

Wokingham Borough Council fully appreciates the financial pressure that the sector is under and the exceptional challenges within ASC. ASC has been historically underfunded with insufficient funding made available to meet demography and inflation social care system has lacked adequate investment for decades. Successive governments have tried to reform the system but have not been able to do so. COVID-19 has highlighted the extent of this under investment, during lockdown it was recognised that many people who use services live in permanent lockdowns and experience inequality every day¹.

People experience social care unequally, with some groups more likely to receive poorer care. We want to change this. Social Care Future is a national movement that ensures everyone is included and change only happens in people's lives with their say. Drawing on learning from diverse social movements, and building on our work to date, our move towards the Social Care Future vision sets out our plans and resource requirements for an initiative to ignite what we hope will be an unstoppable movement for change, capable of mobilising public support to make our vision a reality. We must all unite and work together to do the best we can so that everyone can enjoy a 'gloriously ordinary life'.

By adopting the Social Care Future Movement, Wokingham Borough has joined more than 40 other Local Authorities who are a part of this innovative approach to social care. Since Social Care Future launched their vision in November 2021 it has gained widespread support. It encapsulates succinctly a set of ideas, and values that have been developed with people who draw on care and support and which have been reflected in other documents over time. [The Think Local Act Personal's \(TLAP\) Making it Real framework](#) as well as the [ADASS Time to Act](#).

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, calling on big change in how public service resources are used alongside citizens and community assets.

The Social Care Future movement recognises the need for additional funding but also advocates for thinking differently about how we use existing resources. Starting from working out how to support good lives in strong communities, not traditional services.

The Social Care Future movement has proposed 5 key changes to unlock an equal life, identify and challenge these unacceptable inequalities and reduce them. These are;

1. Communities where everyone belongs
2. Living in the place we call home
3. Leading the lives we want to live
4. More resources, better used
5. Sharing power as equals

¹ <https://socialcarefuture.org.uk/wp-content/uploads/2023/07/SCF-Glorious-Ordinary-Lives-f-1-1-2.pdf>

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. The Charter has been developed in partnership with our Social Care Future Core Group and wider community partners. The charter was also consulted on at a public event in July 2023, at which 100 people attended. [Looking to the future of adult social care in Wokingham Borough | Wokingham](#)

Our charter therefore focuses on what matters to the people of Wokingham Borough and summarises the values we must all work towards to make the vision a reality and bring about positive change. These are:

- Working together as equal partners
- Treating everyone with honesty and fairness
- Respecting the diversity of people
- Including and listening to everyone
- Building on people's strengths, their networks, and resources from the local community
- Using clear, kind and easy to understand communication and information
- Being open when things are difficult to do, and work out what we can do together
- Focusing our efforts on what is important to people and make sure it is happening

Analysis of Issues (including any financial implications)

The Social Care Future vision advocates for a way of working that ensures the care and support that we want for ourselves and our families meets our needs and is fit for the future we want. As this sits alongside our ASC Strategy 2020-25 there are no known risks associated with this decision (legal; financial; or otherwise). The Social Care Future Vision will continue to be delivered within the ASC MTFP financial envelope. Along with most local authorities in the country, WBC are facing an extremely challenging financial position caused by high inflation, increasing resident needs and years of continuous low funding from Government. Whilst ambitious, we hope to achieve Social Care Future through using existing money in ways that make a difference.

The themes of our charter focus on inclusivity, treating people as equals and respecting the diversity of people. An Equalities Assessment has been completed and it is hoped that Social Care Future will improve the lives of every resident in borough and take into account the Equality Act 2010.

Social Care Future is expected to have a positive impact, as reflected by some of the recent successes of ASC services. Also, in its adoption of a new strategic vision that is easier for local people to understand and remember, as a result of the input of Social Care Future Core Group.

Partner Implications

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, summarising how we want to deliver Social Care Future locally. As mentioned above, the Charter states 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.

Our Social Care Future Charter will be hosted on the Council's website, all partners will be invited to sign up to this and help embed this into their work.

Public Sector Equality Duty

Equality Impact Assessment has been attached
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Reasons for considering the report in Part 2

N/A

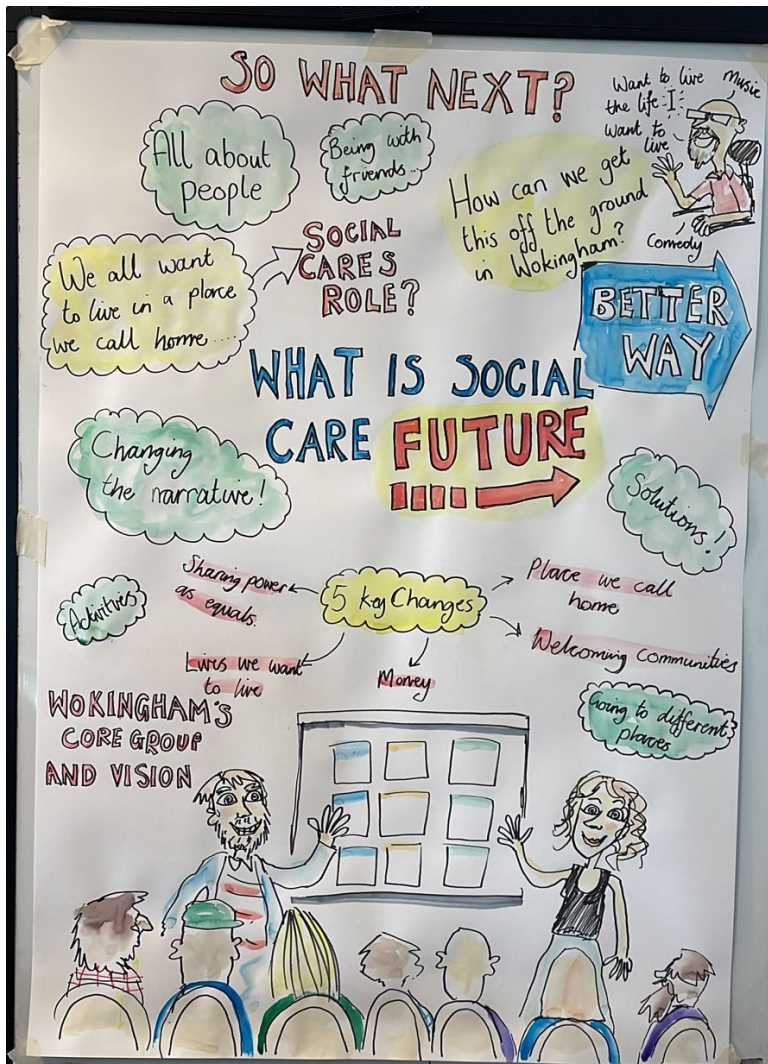
List of Background Papers

- | |
|---|
| <ol style="list-style-type: none">1. SCF briefing - Our plans for a better future2. Equality Impact Assessment |
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Contact Iftkhar Ahmed	Service Adult Social Care
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This document presents our plans to rethink, redesign, and reorientate care through adopting the Social Care Future (SCF) vision to inspire and help shape local change.

SOCIAL CARE FUTURE

Our plans for a better future

Introduction

In 2020, Wokingham Borough Council published its [Adult Social Care \(ASC\) Strategy](#). This five-year plan set out our ambition for Wokingham Borough to be one of the best places for adults and carers in need of support to live, work, study and retire. A place where they feel safe, included, and a key part of our community.

Since 2020 we have been working hard towards this, while making sure our residents can achieve the outcomes that are important and personal to them.

However, over the last 24 months Adults Services has faced considerable challenges. Most notably, due to COVID-19, Brexit, workforce pressures and the ongoing Cost of Living Crisis.

As a result, this has presented an opportunity to rethink, redesign, and reorientate care. In doing so the Council has decided to adopt the vision of [Social Care Future](#), to inspire and help shape local change. The aim is for this work to take place alongside and complement the existing Adult Social Care strategy and the Council's approach to care and support.

Since Social Care Future launched their vision in November 2021 it has gained widespread support. It encapsulates succinctly a set of ideas, and values that have been developed with people who draw on care and support and which have been reflected in other documents over time. This includes the [Think Local Act Personal's \(TLAP\) Making it Real framework](#) as well as the [ADASS Time to Act](#).

Social Care Future champions a way of working that ensures the care and support that we want for ourselves and our families meets our needs and is fit for the future we want. We will strive to achieve this within the available budget and resources but realise that this will be challenging.

Purpose of this document

This document is for everyone but particularly people whose insight and expertise comes from drawing on social care, families, professionals, managers, support providers, user-led organisations, politicians, commissioners, voluntary and community groups and others.

The purpose of this document is to:

- provide an overview of the Social Care Future vision
- present our Social Care Future charter
- set out emerging local priorities and next steps
- invite people to take part on this journey with us

What is presented is not a rigid strategy or fixed set of activities. However, we have a number of priorities (mentioned below) to move towards a new, better future and hope to work closely with residents and our partners to plan our action.

This is the beginning of the journey and our Core Group will be reporting regularly to members. We hope the Core Group will be a true partnership of people who use services, external partners staff and Councillors, being non-political and working in partnership together. Our aspirations will be changing and developing as we see our wider local communities and their needs changing.

The aim when producing this document has been to ensure it is accessible and meaningful to anybody who reads it.

Overview of Social Care Future

Wokingham Borough Council fully appreciates the financial pressure that the sector is under and the exceptional challenges within Adult Social Care. Adult Social Care has been historically underfunded, with insufficient funding made available to meet demography and inflation. Successive governments have tried to reform the system but have not been able to do so. COVID-19 has highlighted the extent of this underinvestment - during lockdown it was recognised that many people who use services live in permanent lockdowns and experience inequality every day¹.

We want to change this. We've adopted the Social Care Future vision and responded to the movement's call to action, to create our own local movement to drive change in our borough. Drawing on learning from diverse social movements, and building on our work to date, this proposal sets out our plans for an initiative to ignite what we hope will be an unstoppable movement for

¹ <https://socialcarefuture.org.uk/wp-content/uploads/2023/07/SCF-Glorious-Ordinary-Lives-f-1-1-2.pdf>

change, capable of mobilising public support to make our vision a reality. We must all unite and work together to do the best we can so that everyone can enjoy a ‘gloriously ordinary life²’ .

The Social Care Future vision is for:

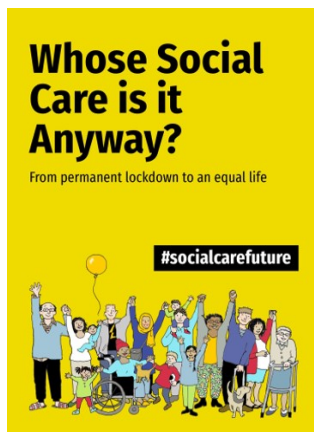
every person to live in a place they call home, with the people and things that they love, in communities where they look out for one another, doing things that matter to them.

People experience social care unequally, with some groups more likely to receive poorer care. The Social Care Future vision is about ensuring that everyone is included and change only happens in people’s lives with their say.

This vision calls for a 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



1. Communities where everyone belongs
2. Living in the place we call home
3. Leading the lives we want to live
4. More resources, better used
5. Sharing power as equals

Social Care Future recognises the need for additional funding but appreciates that it is also about using existing money in ways that make a difference.

² A phrase developed by Tricia Nicoll as quoted by the House of Lords Adult Social Care Committee (2022) in its report ‘A “gloriously ordinary life”: Spotlight on adult social care’

A national Social Care Future Community of Support has been developed which Wokingham Borough Council have signed up to.

Locally we have a Core Group of all partners working across Adults Services including and people who use Adults Social Care support that meet together for practical and participant led sessions once a month.

The purpose of the Core Group is for members 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 developed by our local Social Care Future Core Group and people who use services, with input from a wide range of partners summarises how we want to deliver the vision locally.

What this means for people who use services in Wokingham Borough

We all want to live in the place we call home, with the people and things that we love, in communities where we look out for one another, doing the things that matter to us.

Sometimes, we, or people we care about may need some to work with others to achieve this, because of a health condition or disability. That's the role of social care.

When organised well, social care is about creating a web of support and relationships in our local communities that we can all draw on to live our lives the way we want to, with meaning, purpose and connection, whatever our age or stage in life.

Adopting the Social Care Future vision is a commitment to a shift away from a deficit-based, transactional approach to a more human, relational way of working alongside the individuals and communities we serve.

A shift from assessing 'service users' and providing services, to promoting wellbeing and supporting everyone in Wokingham Borough to live good lives.

What this means for Wokingham Borough Council

Social Care Future is not just an Adults Services initiative, the priorities identified require input from across the Council including transport, housing, and planning.

In addition, our partners in Health, independent care providers and the Voluntary and Community Sector 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.

Wokingham Borough's Social Care Future Charter

Our Social Care Future Core Group and wider partners have together developed a charter that focuses on what matters to people and includes the core principles to enable us to deliver the Social Care Future vision.

Our ambition for the charter is to bring about positive change and improve access to services as well as the customer experience, ensure continuous improvement and provide high quality services to everyone in the borough.

OUR ADULT SOCIAL CARE FUTURE CHARTER



Our vision is that everyone in the Wokingham Borough should have the support, resources and opportunities to live in a place they call home, with the people and things that they love, in communities where we look out for one another, doing the things that matter most.

Sometimes, we or the people we care about, may need help to achieve this due to a health condition or disability. This is the role of social care.

Our movement is made up of people who share this vision, including people whose insight and expertise comes from drawing on social care and their families, people who work at Wokingham Borough Council, health services, support providers, voluntary and community groups.



Five Key Changes to Unlock a Gloriously Ordinary Life



1. Communities where everyone belongs



2. Living in the place we call home



3. Leading the lives we want to live



4. More resources, better used



5. Sharing power as equals

This is about all of us, and we want a social care future like that.

We Will Bring About Positive Change by:

1. Working together as equal partners
2. Treating everyone with honesty and fairness
3. Respecting the diversity of people
4. Including and listening to everyone
5. Building on people's strengths, their networks, and resources from the local community
6. Using clear, kind and easy to understand communication and information
7. Being open when things are difficult to do, and work out what we can do together
8. Focusing our efforts on what is important to people and make sure it is happening

I/we agree with the vision in this charter, and will bring positive change in line with the principles set out above

SIGNED:

DATE:

Some first asks

<p>People who draw on social care and families commit to</p> <ul style="list-style-type: none"> • Being guided by the Social Care Future vision • Taking up our local charter • Work with others to offer solutions • Challenge practice and behaviour • Look for every opportunity to take action 	<p>Statutory services and Council officers commit to</p> <ul style="list-style-type: none"> • Being guided by the Social Care Future vision • Committing to our local charter • Using these to shape local strategy and practice • Using best learning to inform practice • Join up services • Reducing bureaucracy and shifting power to people
<p>Local elected members commit to</p> <ul style="list-style-type: none"> • Being guided by the Social Care Future vision • Committing to our local charter • Raising awareness of this • Utilising all local resources to deliver Social Care Future 	<p>Providers of services including voluntary, community and faith-based organisations commit to</p> <ul style="list-style-type: none"> • Being guided by the Social Care Future vision • Committing to our local charter • Looking for every opportunity to help improve the life of those they work with • Challenging and offering better solutions in practice and behaviour

Next steps

Over the coming years the Core Group will be working together to:

- agree an outline structure, process and content
- progress towards the Social Care Future vision in the key areas identified by co-production with citizens.
- create a model to use the Social Care Future vision locally.
- share learning and experience.



How you can be involved

Our charter for local partners mentioned above requires a commitment to:

- Social Care Future vision to shape local practice
- Principles to deliver personalised care

We invite you to pledge your support and take part on this journey with us to help shape local change that is meaningful and improves the lives of the residents and communities that we serve.



Please email getinvolved@wokingham.gov.uk for more details.

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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.

Date started:	20.10.23	
Completed by:	Iftkhar Ahmed	
Service:	Strategic Commissioning	
Project or policy EqIA relates to:	Social Care Future (SCF)	
Date EqIA discussed at service team meeting:		
Conclusion (is a full assessment needed?):		

Signed off by (AD):	Wes 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.

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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
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- 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.

22

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.

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

23

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	
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.

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

25

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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