

# EQUALITY IMPACT ASSESSMENT - CCC570444241

**Which service and directorate are you submitting this for (this may not be your service and directorate):**

Directorate	Service	Team
Adults, Health and Commissioning	Commissioning Services	Commissioning Services

**Your name:** Lisa Sparks

**Your job title:** Senior Commissioner

**Your directorate, service and team:**

Directorate	Service	Team
Adults, Health and Commissioning	Commissioning Services	Commissioning Services

**Your phone:** 07900163590

**Your email:** Lisa.Sparks@cambridgeshire.gov.uk

**Proposal being assessed:** Hiring of interim staff to complete Adult Social Care reassessment work for older people and for people with learning disabilities.

**Business plan proposal number:**

**Key service delivery objectives and outcomes:** Seeking to engage an external agency to assist in reducing the current backlog of assessments and reviews for older people and those with learning disabilities. This will ensure a more timely response for customers so we can ensure their needs are understood and met as quickly as possible. It will also support the Council in meeting element of the CQC inspection regime; Recommendation 4 - The Council should minimise backlogs of assessments including Deprivation of Liberty Safeguards and reviews. There are over 2,000 care assessments and reviews to be completed. This is made up of 700 back log assessments and 1,300 scheduled reviews where there is a capacity shortfall.

**What is the proposal:** The organisation engaged to undertake this work will be; assessing new people where referrals for social care have been made by the person or others, that includes carer assessments, mental capacity assessments, continuing health care checklists, that leads to commissioning the appropriate care and support services or advice. reassessing people as an outcome from their annual review or unplanned/pre-annual review where there is a significant change in their current situation which requires some or all aspects of the social care and support arrangements to be increased; includes better/different risk management activity and support. assessing Carer support where identified, to enhance the cared for person's outcomes and support the carer which can result in a carers assessment or a review of any existing arrangements. undertaking annual reviews: existing care and support plans where no changes are identified/needed, or changes are needed, and all is working to plan/not working to plan, the person's care and support plan is updated in Mosaic to reflect the outcomes, which can include reducing/increasing previous care arrangements put in place to manage risks/improve outcomes.

Where there is stability and the enhanced care is no longer required or necessary, care is reduced and agreed with all parties involved.

**What information did you use to assess who would be affected by this proposal?:**The assessment to be undertaken relates specifically to older people and those with learning disabilities who are currently awaiting an initial assessment or a review. Numbers are supplied from Mosaic and other social care data reporting systems.

**Are there any gaps in the information you used to assess who would be affected by this proposal?:** No

**Does the proposal cover:** Specific teams, All service users/customers/service provision in specific areas/for specific categories of user

**Which particular employee groups/service user groups will be affected by this proposal?:** Social work teams dealing with assessments and reviews. Older people and people with learning disabilities currently awaiting an initial assessment or a review.

**Does the proposal relate to the equality objectives set by the Council's EDI Strategy?:**Yes

**Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups:** Over represented

**Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?:** Yes

**Does the proposal relate to an area with known inequalities?:** Yes

**What is the significance of the impact on affected persons?:**By engaging this additional resource, we will be able to ensure that older people and people with learning disabilities are assessed and reviewed more quickly, reducing their wait time and ensuring that we have accurate information to inform their care plans, Dols and Safeguarding reviews.

**Category of the work being planned:** Procurement

**Is it foreseeable that people from any protected characteristic group(s) or people experiencing socio-economic inequalities will be impacted by the implementation of this proposal (including during the change management process)?:** No

**Age:** The proposal relates to increasing capacity to undertake assessments and reviews. The assessment and review processes will not be changing, not the way in which people request an assessment. It will just enable us to respond more quickly to requests and ensure that reviews are taken within proper timeframes. This same positive impact will be delivered for those with disabilities.

**Disability:** See Age section

**Gender reassignment:**

Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities

**Marriage and civil partnership:** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities

**Pregnancy and maternity:** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities

**Race:** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities. Race and cultural needs are already considered as part of assessment and reviews and the process is not being changed.

**Religion or belief (including no belief):** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities. Religion or belief are already considered as part of assessment and reviews and the process is not being changed.

**Sex:** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities. Any sex related social care needs are already considered as part of assessment and reviews and the process is not being changed.

**Sexual orientation:** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities. Any social care needs linked to sexual orientation are already considered as part of assessment and reviews and the process is not being changed.

**Socio-economic inequalities:** Proposal relates specifically to social care needs assessments and reviews for older people and people with learning disabilities. Being able to complete initial assessment more quickly will enable those who are eligible for social care funded care to be identified and provided with a funded services therefore potentially reducing any eligible care related expenses they are currently incurring.

**Head of service:** Shauna Torrance

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**Confirmation:** I confirm that this HoS is correct