

Equality Impact Assessment - head of service review

Reference: EQIA367440229

Submitted: 04 October 2021 11:19 AM

Executive summary

Title of policy or decision: COVID funding – Support for Health and Social Care Staff

Describe the main aims, objectives and purpose of the policy (or decision): In the February 2021 budget statement, the Leader of Essex County Council announced an additional £500,000 to support key workers within the County whose health and wellbeing may have been negatively impacted by COVID. We have worked with subject experts to develop proposals to use these funds to greatest effect. The proposals include expanding on an already successful service delivered by Essex Partnership University Trust (EPUT) called 'Here For You' as well as investing in specialised wellbeing support to care home, domiciliary care, and supported housing staff.

The COVID 19 pandemic has had a significant impact on staff within health and social care. Within 2020, Essex Partnership University Trust launched a scheme called "Here For You" – a vital confidential counselling service for health and social care staff. Within ECC's February 2021 budget statement, funding of £500,000 was announced to expand the offer and further promote the service to even more of our County's health and social care staff.

Workforce leads, provider quality leads and EPUT as service delivery leads have been consulted to identify best use of these additional funds to support health and social care staff to manage the longer-term impact of the pandemic.

Two different proposals have been identified for best use of the funds. Firstly, an expansion of the EPUT "Here For You" offer to deliver a specific arm of 'Here For You' for the social care sector. The current provision does not allow for sufficient resource to fully integrate into the social care system and lacks social worker/practitioner input, which would be helpful in terms of intelligence and experience in working in health and social care, as well as engagement and collaboration with provider organisations.

In summary, EPUT have proposed that additional funding be used to recruit the following dedicated staff for 12 months:

- 1 WTE Principal Psychologist – to embed the resource within existing Social Care structures and provide overall leadership.
- 1 WTE Senior Psychologist - to offer clinical work, including drop-in sessions for assessments; individual treatments; group provisions and an ability to tailor the offer to the needs presented.
- 1 WTE Social Worker - with therapeutic training and an understanding of the complexities within the Social Care system to support with clinical work, improve uptake of the service offer and further support integration.

The roles will be overseen by a Consultant Clinical Psychologist (0.1WTE) who will provide supervision and overall strategic direction for the service. The service will be delivered within ECC, as well as providers including care homes, domiciliary care and supported accommodation. The total for this service is £236,498 for the first year.

If the service is successful (delivering the outcomes and KPIs as developed as part of the implementation plan/steering group) the contract will be extended for an additional 9 months bringing the total to £413,871.50. The service will deliver targeted support, workshops, drop-in sessions and training, on an individual and a group basis.

The second proposal is to support wellbeing and resilience within our care provider settings. Following consultation and research by provider quality leads within ECC, a number of opportunities have been identified which will support provider staff (within care homes, domiciliary care agencies and supported housing) with their wellbeing, resilience and recovery. These range from mental wellbeing tools to physical exercise classes. The total of these proposals is £65,742.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well, Help create great places to grow up, live and work, Transform the council to achieve more with less

Which strategic priorities does this support? - Help people get the best start and age well: Improve the health of people in Essex

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help to secure stronger, safer and more neighbourly communities

Which strategic priorities does this support? - Transform the council to achieve more with less: Develop the capability, performance and engagement of our people

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates: \\ssnts0c1-00020\common030\Brentwood LO\Mental Health Commissioning Team\COVID Funds 2021

Please upload any documents which relate to this EqlA, for example decision documents: \\ssnts0c1-00020\common030\Brentwood LO\Mental Health Commissioning Team\COVID Funds 2021

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The recommended decision will seek to extend current provision of the Here For You service and will not change the groups affected by the service. The service will be open to all health and social care staff, including those with protected characteristics. The service provider is experienced in delivering services to specific protected groups.

Does or will the policy or decision affect:

Service users: No

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Disability - mental health issues

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: no negative impact on any protected characteristics.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: The service will encompass tailored services to support Mental Health and emotional wellbeing and access support/secondary services if required. There will be an improvement in training opportunities for staff which will support improved recovery in the Medium – Low levels

Extent of impact: Medium

Please provide more details about the extent of impact: Medium– services will seek to engage and support those with mental health needs, and engage services appropriately.

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqIA completed: 04/10/2021

Name of person completing the EqIA: Claire Cowdery

Email address of person completing the EqIA: Claire.Cowdery@essex.gov.uk

Your function: Adult Social Care

Your service area: Children, Families and Mental Health Commissioning Team

Your team: Mental Health Commissioning

Are you submitting this EqIA on behalf of another function, service area or team?: No

Email address of Head of Service: emily.oliver@essex.gov.uk