

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA549935420

Submitted: 26 September 2023 16:15 PM

Executive summary

Title of policy / decision: Drawdown from Adults Investment Reserve: Additional Resources

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: Drawdown of funds from the Adults Investment Reserve for the continued funding of resources to support back-office functions and to provide ongoing communications capacity.

What outcome(s) are you hoping to achieve?: It will enable Adult Social Care to best manage its workload in providing front line services to vulnerable Essex residents.

Executive Director responsible for policy / decision: Nick Presmeg (Adult Social Care)

Cabinet Member responsible for policy / decision: Cllr John Spence (Health, Adult Social Care and ICS Integration)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: The impact of the additional back office resources are already monitored with a dashboard report produced monthly by business support setting out the tasks that have been undertaken, and the number of hours worked. These tasks would otherwise need to be done by frontline workers. For the additional communications resource, comms plans will be developed and the impact monitored for the different projects and programmes to be supported.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form: Ongoing backoffice support ensures that frontline social worker capacity is fully supported, enabling them to focus on urgent tasks.

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Carers

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

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

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Low

Disability - learning disability

Nature of impact: Positive

Extent of impact: Low

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Low

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Low

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Additional back office support enables frontline social workers to focus on work with vulnerable people that require qualified and/or registered workers to address. We regularly review dashboard reports from Business Support which set out the range of tasks that the workers carry out.

Communications will be aimed at all cohorts of vulnerable people.

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Positive

Extent of impact: Low

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Residents of Harlow

Nature of impact: Positive

Extent of impact: Low

Residents of Jaywick and Clacton

Nature of impact: Positive

Extent of impact: Low

Residents of Harwich

Nature of impact: Positive

Extent of impact: Low

Residents of Basildon (Town) housing estates

Nature of impact: Positive

Extent of impact: Low

Residents of Canvey Island

Nature of impact: Positive

Extent of impact: Low

Residents of Colchester (Town) - Housing Estates

Nature of impact: Positive

Extent of impact: Low

Residents of Rural North of the Braintree District

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: The additional resources will support vulnerable people across all of Essex.

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: Too early for impact to be known

People who experience drug and alcohol dependence

Nature of impact: Too early for impact to be known

Offenders / ex-offenders

Nature of impact: Too early for impact to be known

Victims of modern slavery

Nature of impact: Too early for impact to be known

Carers

Nature of impact: Positive

Extent of impact: Low

Looked after children / care leavers

Nature of impact: Too early for impact to be known

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: Too early for impact to be known

People who are unemployed / economically inactive

Nature of impact: Too early for impact to be known

People on low income

Nature of impact: Too early for impact to be known

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: Too early for impact to be known

Gypsy, Roma, and Traveller communities

Nature of impact: Too early for impact to be known

People with multiple complex needs or multi-morbidities

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: Adult Social Care supports all vulnerable people

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Positive

Extent of impact: Low

People living in rural or isolated areas

Nature of impact: Positive

Extent of impact: Low

People living in coastal areas

Nature of impact: Positive

Extent of impact: Low

People living in urban areas

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: Adult Social Care supports people of all communities

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: Too early for impact to be known

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: Too early for impact to be known

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Too early for impact to be known

Families before, during and after couple separation

Nature of impact: Too early for impact to be known

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: ASC Supports all vulnerable people but no information is captured on how this work would relate to these vulnerable groups.

Crime & Disorder

Crime and disorder

Nature of impact: Too early for impact to be known

The misuse of drugs, alcohol and other substances

Nature of impact: Too early for impact to be known

Re-offending

Nature of impact: Too early for impact to be known

Serious violence

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact:

No data is captured on whether the additional resources specifically support these groups

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: 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 ECIA completed: 26/09/2023

Name of person completing the ECIA: Jane Rigler

Email address of person completing the ECIA: jane.rigler@essex.gov.uk

Your function: Adult Social Care

Your service area: Strategy & Integration

Your team: Business Planning

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

Email address of Head of Service: jane.rigler@essex.gov.uk