

Equality Impact Assessment - Optional EqlA Review

Reference: EQIA138502821

Submitted: 17 October 2019 13:33 PM

Executive summary

Title of policy or decision: Social Care Capability Framework

Describe the main aims, objectives and purpose of the policy (or decision): Introduction of the Social Care Capability framework to provide a fair approach to pay & reward with our Social Care workforce. Ensuring consistency & Transparency and enable all colleagues within Social Care to progress.

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: Help keep vulnerable children safer and enable them to fulfil their potential, Enable more vulnerable adults to live independent of social care

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: Limit cost and drive growth in revenue, 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 change to an existing policy, practice or project

Please provide a link to the document / website / resource to which this EqlA relates:

<https://intranet.essex.gov.uk/Pages/Essex-Pay.aspx>

Please upload any documents which relate to this EqlA, for example decision documents:

<https://intranet.essex.gov.uk/Pages/Essex-Pay.aspx>

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): We have reviewed our workforce for all areas of protected characteristics.

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?: Yes

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 - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment, Pregnancy / maternity

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: N/A

Disability - learning disability

Nature of impact: Adverse

Please provide more details about the nature of impact: Employees within this group may have difficulties in completing areas of the framework, without reasonable adjustments being made.

Extent of impact: Low

Please provide more details about the extent of impact: This will vary depending upon the nature of the individuals disability and how it impacts on their ability to complete the framework. However impact will be mitigated through the application of reasonable adjustments to work environment, the role and personal objectives.

Disability - mental health issues

Nature of impact: Adverse

Please provide more details about the nature of impact: Employees within this group may have difficulties in completing areas of the framework, without reasonable adjustments being made

Extent of impact: Low

Please provide more details about the extent of impact: This will vary depending upon the nature of the individuals disability and how it impacts on their ability to complete the framework. However impact will be mitigated through the application of reasonable adjustments to work environment, the role and personal objectives.

Disability - physical impairment

Nature of impact: Adverse

Please provide more details about the nature of impact: Employees within this group may have difficulties in completing areas of the framework, without reasonable adjustments being made

Extent of impact: Low

Please provide more details about the extent of impact: This will vary depending upon the nature of the individuals disability and how it impacts on their ability to complete the framework. However impact will be mitigated through the application of reasonable adjustments to work environment, the role and personal

objectives.

Disability - sensory impairment

Nature of impact: Adverse

Please provide more details about the nature of impact: Employees within this group may have difficulties in completing areas of the framework, without reasonable adjustments being made

Extent of impact: Low

Please provide more details about the extent of impact: This will vary depending upon the nature of the individuals disability and how it impacts on their ability to complete the framework. However impact will be mitigated through the application of reasonable adjustments to work environment, the role and personal objectives.

Pregnancy / maternity

Nature of impact: Adverse

Please provide more details about the nature of impact: It will take them longer to demonstrate consistent capability against the framework

Extent of impact: Low

Please provide more details about the extent of impact: The impact is due to the amount of time they are away from work, which would limited their ability to evidence their increased capability against the framework. However impact will be mitigated as those absent from work will not have to wait for the annual review date to determine if they have increased capability against the framework. Employees can have a mid-year review once they have personally completed a year in the workplace (outside of maternity leave) to see if the capability level needs changing.

Action plan to address and monitor adverse impacts

Does your EqlA 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 EqlA completed: 17/10/2019

Name of person completing the EqlA: Fiona Wilson

Email address of person completing the EqlA: Fiona.Wilson@essex.gov.uk

Your function: Organisation Development & People

Your service area: ODP

Your team: BP & EP

Are you submitting this EqlA on behalf of another function, service area or team?: Yes

Name of person completing the EqlA: Fiona Wilson

Function: Social Care & Education

Service area: ASC and C&F

Team: All Social Care colleagues

Email address of Head of Service: alison.woods@essex.gov.uk