

## Equality Impact Assessment

Reference: EQIA171514388

Submitted: 31 January 2020 11:38 AM

### Executive summary

**Title of policy or decision:** Request for Transformation Reserve Drawdown for the Social Care Case Management Programme

**Describe the main aims, objectives and purpose of the policy (or decision):** To seek agreement to draw down £351,000 from the Transformation Reserve to resource the first phase of a new Social Care Case Management (SCCM) Programme.

**What outcome(s) are you hoping to achieve?:** Help people get the best start and age well, 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? - 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 EqIA relates:**

<https://teams.microsoft.com/l/file/48395FD3-5AC5-482C-A47F-5E9EEBD40F89?tenantId=a8b4324f-155c-4215-a0f1-7ed8cc9a992f&fileType=docx&objectUrl=https%3A%2F%2Fessexcountycouncil.sharepoint.com%2Fsites%2FO36!SCCMProgramme%2FShared%20Documents%2FGovernance%20%26%20Approvals%2FCMA%20-%20SCCM%20Request%20for%20Funding%202020%2002%2008.docx&baseurl=https%3A%2F%2Fessexcountycouncil.sharepoint.com%2Fsites%2FO36!SCCMProgramme%2FShared%20Documents%2FGovernance%20%26%20Approvals%2FCMA%20-%20SCCM%20Request%20for%20Funding%202020%2002%2008.docx&serviceName=customspo&threadId=19:2aa6ba2b4a8646f0900b75d44293449c@thread.skype.9353-4d58-9e18-82ec033da5f6>

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

<https://teams.microsoft.com/l/file/48395FD3-5AC5-482C-A47F-5E9EEBD40F89?tenantId=a8b4324f-155c-4215-a0f1-7ed8cc9a992f&fileType=docx&objectUrl=https%3A%2F%2Fessexcountycouncil.sharepoint.com%2Fsites%2FO36!SCCMProgramme%2FShared%20Documents%2FGovernance%20%26%20Approvals%2FCMA%20-%20SCCM%20Request%20for%20Funding%202020%2002%2008.docx&baseurl=https%3A%2F%2Fessexcountycouncil.sharepoint.com%2Fsites%2FO36!SCCMProgramme%2FShared%20Documents%2FGovernance%20%26%20Approvals%2FCMA%20-%20SCCM%20Request%20for%20Funding%202020%2002%2008.docx&serviceName=customspo&threadId=19:2aa6ba2b4a8646f0900b75d44293449c@thread.skype.9353-4d58-9e18-82ec033da5f6>

### 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):** This key decision relates only to the drawdown of funding from the transformation reserves, for the purposes of launching a new programme in relation to SCCM. The funding will be used to enable the Council to mobilise a dedicated programme team. Any internal or external recruitment

associated with forming this team will be carried out in accordance with the Council's relevant policies and related legislation.

### **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?:** Yes

**Is this policy or decision associated with any of the Council's other policies?:** 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:** No impact on any of the above groups

**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:** This key decision relates only to the drawdown of funding from transformation reserves, to resource and mobilise a team to progress the SCCM programme. Any internal or external recruitment associated with forming this team will be carried out in accordance with the Council's relevant policies and related legislation.

## **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:** 31/01/2020

**Name of person completing the EqIA:** Alex Hamilton

**Email address of person completing the EqIA:** Alex.Hamilton@essex.gov.uk

**Your function:** Corporate and Customer Services

**Your service area:** Transformation Delivery and Support

**Your team:** Transformation Delivery and Support

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

**Email address of Head of Service:** melanie.hogger@essex.gov.uk