

Equality Impact Assessment

Adult Social Care

Equality Impact Assessment

professional will then complete the relevant part of the form or respond to the specific questions the originating system.

These responses will then be transferred into the delegated section of the form, and that part of the form will then be finalised. The social care practitioner can then complete and finalise the form.

Who is affected by the proposals?

Surrey residents with care and support needs and carers
Social care staff

Equality Impact Assessment

Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Individuals supported by Adult Social Care by primary reason for support are listed below.

Primary reason for support	Open ASC cases (August 2018)
Learning Disability Support	3,945
Mental Health Support	1,708
Physical Support- Access and Mobility Only	1,499
Physical Support- Personal Care Support	8,898
Sensory Support- Support for Dual Impairment	47
Sensory Support- Support for Hearing Impairment	207
Sensory Support- Support for Visual Impairment	162

Equality Impact Assessment

Carers (protected by association)

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Number of carers known to ASC as at August 2018: **3,865**

Based on the 2011 Census and population projections, the number of carers in Surrey is projected to increase to 124,176 by 2025. An increase is projected in all age groups but the biggest increase is projected for carers aged 65 and over. Of those, 11% are projected to be 85 or over.

Based on the 2011 Census and population projections, it is estimated that there are higher numbers of female carers in Surrey. The proportion is the highest in the 16-64 age group, where 60% of carers are female. This increases to 67% in that age group where they are caring for 50 or more hours per week. The 85+ age group is an exception to this, however, as the majority of carers (57%) are male. This increases to 58% for carers aged 85 and over who are caring for more than 20 hours per week.

Potential negative impacts:

No negative impacts for residents and service users identified.

Potential positive impacts:

Residents with protected characteristics will benefit from a faster and more efficient process for other professionals to provide input to their assessment (see Action Plan table section of this EQIA for more details).

Residents with protected characteristics will benefit from improved security when professionals send confidential information relating to their case (reduced possibility of inadvertently using an unsecure channel).

3. Staff

Age

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Our People 2021: Workforce Strategy the demographic make-up of our workforce:

4.9% of staff are under the age of 25 against a UK average of 14%

Equality Impact Assessment

Equality Impact Assessment

Pregnancy and maternity

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Potential negative impacts:

Staff returning from maternity leave will require training to use Delegation Portal

Potential positive impacts:

Staff will benefit from a faster and more efficient method for gaining input from

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Outcome Two: Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?

Outcome Three: Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:

Sufficient plans to stop or minimise the negative impact

Mitigating actions for any remaining negative impacts plans to monitor the actual impact.

Outcome Four: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the

[Equality Act](#) concerning employment, goods and services and equal pay).

Recommended outcome:

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Explanation:

N/A

Equality Impact Assessment

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1	N/A	Faster, efficient process for professionals to provide their input- Raise awareness/promote use of Delegation portal and encourage use of manual as required.	Business Systems Team	Delegation Portal launch/roll out tba		N/A
2	N/A	Improved security and reduced risk of inadvertent use of unsecure channel- Raise awareness/promote use of Delegation portal and encourage use of manual as required.	Business Systems Team	Delegation Portal launch/roll out tba		N/A
3	N/A	Staff/professionals with a visual impairment may need support to work on the delegated forms- Use of a screen reading device.	Business Systems Team	Delegation Portal launch/roll out tba		N/A

6a. Version control

Equality Impact Assessment

Version Number	Purpose/Change	Author	Date
1	First EQIA	Trevor Colgrave (Project Officer)	20 June 2019
2	Transposed content into new accessible format (see note on page 1 about use of N/A)	Robert Gibson	26 November 2021

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

Equality Impact Assessment

6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Toni Carney Head of Resources, Health Wellbeing and Adult Social Care	20/06/2019
Directorate Equalities Group Adult Social Care and Public Health	04/03/2019

Publish:

EIA author: Trevor Colgrave (Project Officer)

6c. EIA Team

Name	Job Title	Organisation	Team Role
Dawn Usher	Business Systems Manager	Surrey County Council	Project Lead
Trevor Colgrave	Project Officer	Surrey County Council	EIA

Toni Carney