

# Equality Impact Assessment

## Introducing Tier 2 On Call for OP and PLD Services within the Service Delivery Central Team

Question	Answer
Did you use the EIA Screening Tool? (Delete as applicable)	Yes

### 1. Explaining the matter being assessed

Question	Answer
What policy, function or service change are you assessing?	A consultation on making on call a requirement for staff in specified roles within the Service Delivery Central Team will take place in September 2021. Staff in these roles are considered to be appropriately knowledgeable and qualified to undertake this duty. This Tier 2 on call would cover Older People residential services and services for People with Learning Disabilities (PLD) operated or managed by Service Delivery. The on call system for services that come under Reablement are out of scope of this consultation.
Why does this EIA need to be completed?	Assessing the impact of these changes on different 'protected characteristic' groups is an important part of our compliance with duties under the Equality Act 2010.  Staff may: <ul style="list-style-type: none"><li>- have caring responsibilities</li><li>- have disabilities</li><li>- become pregnant or become new parents</li></ul>

# Equality Impact Assessment

Question	Answer
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>Staff in the following roles within the Service Delivery Central team, which it is proposed are included in the Tier 2 on call system:</p> <ul style="list-style-type: none"> <li>-Senior Manager for Older People Services (x2)</li> <li>-Senior Manager for PLD Services (x1)</li> <li>-Area Support Manager (x2)</li> <li>-Quality Assurance Manager (x1)</li> <li>-Lead Project Manager (x1)</li> <li>-Safeguarding Advisor (x2)</li> <li>-Quality Assurance Advisor (x2)</li> </ul> <p>Others impacted:</p> <ul style="list-style-type: none"> <li>-Area Director Service Delivery</li> <li>-Staff in older people and PLD services</li> <li>-Emergency Duty Team</li> <li>-Staff on the directorate Adult Social Care on call rota</li> </ul>
<p><b>How does your service proposal support the outcomes in <a href="#">the Community Vision for Surrey 2030</a>?</b></p>	<p>Everyone gets the health and social care support and information they need at the right time and place.</p>
<p><b>Are there any specific geographies in Surrey where this will make an impact?</b></p> <p>(Delete the ones that don't apply)</p>	<p>County-wide</p>

# Equality Impact Assessment

Question

# Equality Impact Assessment

## 3. Staff

# Equality Impact Assessment

Question	Answer
<b>What other changes is the council planning/already in place that may affect the same group of staff ? Are there any dependencies decisions makers need to be aware of</b>	Not known at this time.
Question	Answer
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	Not envisaged at this time.

# Equality Impact Assessment

## Pregnancy and Maternity

Question	Answer
<b>What information (data) do you have on affected staff with this characteristic?</b>	No data is provided regarding pregnancy and maternity for the staff group affected due to the small numbers involved, but there will be an impact for any staff with this characteristic.

**Impacts**  
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# Equality Impact Assessment

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# Equality Impact Assessment

Staff affected may not be able to complete the requirements of being on call due to competing demands of their caring responsibilities, which could potentially cause stress and anxiety.

Staff have children who are too young to be left alone if their parent needed to attend a service as part of being on call.

Situations can and do arise where staff need to leave the workplace to support an adult member of their family in an emergency situation.

The rota for on call will give sufficient notice of when staff are on call.

Any staff member who cannot undertake their on call duties for any reason must raise this as soon as possible with their other colleagues who form part of the on call rota to see who can cover the on call period or part of the on call period.

# Equality Impact Assessment

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Question	Answer
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	Not envisaged at this time.

## 4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
What changes have you made as a result of this EIA?	Why have these changes been made?
The procedure has been updated to reflect the process for making urgent changes to the rota if staff cannot cover their on call duties	To ensure that staff are assured that if they cannot undertake their on call duties that it will be undertaken by another colleague and staff in front line services will continue to get the support they may need.

# Equality Impact Assessment

Question	Answer
<b>Confirmation and explanation of recommended outcome</b>	<p>It is recommended that this EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken.</p> <p>This EIA records that good management practice must be in place to ensure that any risks or impacts identified to affected staff must be taken into account and that reasonable adjustments are considered and are made if appropriate.</p>

# Equality Impact Assessment

## 6a. Version control

Version Number	Purpose/Change	Author	Date
V.1	-	Chris Hastings	27/08/2021
V2	Feedback from Directorate Equalities group	Chris Hastings	September 2021

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

## 6b. Approval

Approved by*	Date approved
Head of Service	Chris Hastings (author)
Executive Director	Aware through DJCC Conversation on 17/08/2021
Cabinet Member	-
Directorate Equality Group	14 September 2021

<b>EIA Author</b>	Chris Hastings
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\*Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

## 6c. EIA Team

Name	Job Title	Organisation	Team Role
Chris Hastings	Area Director, Service Delivery	SCC	

If you would like this information in large print, Braille, on CD or in another language please contact us on:

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# Equality Impact Assessment

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