

Equality Impact Assessment

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However, there are proposed changes to the structure which will mean potential movement of staff between teams either as a result of opportunities for career progression / development or as the service moves from a locality to an area-based model which may mean changes in a -management or contractual office base. Any change in the workforce environment can cause uncertainty and a level of anxiety for some.

People affected by the proposals outlined above:

All workers employed within the ASC Mental Health service including those within the Mental Health specialist teams.

This is an internal re-organisation and people who use the ASC mental health services, carers and Surrey residents are therefore not expected to be impacted by the proposals outlined above. More generally speaking the service ambition, supported by the proposed new service model, is to improve

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(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

Disability

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

Those who could be affected are people in Surrey with a lived experience of mental health in receipt of a service from Adult Social Care. In April 2022 there were 2,247 people with an open care case with the Mental Health service. The impact should be positive, with a smoother, more equitable service in place, with teams right-sized to meet demands.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

Senior Managers within the service to work with colleagues to review and improve referral pathways for those needing to find out about / access the service.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

n/a

Any negative impacts that cannot be mitigated?

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n/a

Any negative impacts that cannot be mitigated?

n/a

3. Staff

Age

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

34 percent of workers are aged between 50 and 59 years old and 14 percent are aged 60+ (Workforce data as of September 2021).

Positive impact: Whilst there may be a change to the contractual office base for some staff this may also provide the opportunity for staff of all ages to work more flexibly and optimise

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circumstances, with continued application of Council policies to support agile working objectives.

Throughout the consultation and implementation process, the lead HR advisor and ASC MH managers will ensure staff of all ages are aware of the opportunities available to them and criteria for applying for new posts as well appropriate support. There will be on-going support through training and supervision once in post.

A workstream has been established to specifically focus on improving the training offer to ASC Mental Health workers of all ages. The service is working closely with Learning & D5ot24(sh)- to ASC

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The management team will continue to engage with affected staff regarding the proposed changes and to understand any impact on individuals with a disability. 1 to1 sessions will explore wellbeing to identify any transitional support needed and consider any positive reasonable adjustments that could be made. The service will use learning from staff feedback and

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Sexual orientation

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

3 percent of the ASC Mental Health workforce cohort identified as LGBTQ. 42 percent either did not disclose or preferred not to say.

An employee may or may not choose to disclose their sexuality and / or may feel anxious about doing so with a new manager.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

Individual consultation and wellbeing discussions with staff throughout the consultation and implementation phases will help to identify any mitigation needed to avoid any adverse impact. HR advisors will be available and Council policies will be applied to support any staff affected. There will be on-going support through supervision once in post.

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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:

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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	October 2021	Formal Staff Consultation	Senior Managers and HR	November 2022	Formal consultation process undertaken	Closed
2	October 2021	Access to HR and employee support & interview training	HR and Learning & Development	November 2022	Training sessions arranged and completed	Closed
3	September 2021	Access to all agile working information, training and updates	SCC and Senior MH Managers	Ongoing	Agile working information, training and updates continues to be well promoted by SCC and local managers	Ongoing

6a. Version control

Version Number	Purpose/Change	Author	Date
1	Version to go to Directorate Equalities Group 14 September 2021	Rosey Barker	18 th August 2021

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Version Number	Purpose/Change	Author	Date
2	Updates made following feedback from Directorate Equalities Group	Rosey Barker	30 th September 2021
3	To place into accessible format template	Rosey Barker	17 March 2022

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.

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

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