

Equality Impact Assessment

Equality Impact Assessment - Adult Social Care Medium-Term Financial Strategy 2022/23

Did you use the EIA Screening Tool?

No

1. Explaining the matter being assessed

Is this a:

- Change to an existing strategy or policy
- Change to a service or function

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

Adult Social Care's vision is to promote people's independence and wellbeing. Delivering this vision will mean people:

- Have access to information, advice and support in the community to help themselves and each other.
- Build upon their strengths, with the same hopes and aspirations as everyone to work and to live independently.
- Are supported to regain their skills and confidence after an illness or injury, so they can do things for themselves and stay independent.
- Feel safe and experience health, social care and community partners working together to meet their needs.

This vision for a modern service will be delivered through the ASC transformation programme. The key elements of this programme, which will deliver savings of £13.8m (of the total £19.4m) of ASC efficiency savings in 2022/23 will be:

1. Care pathways will reshape our front door with short term reablement interventions and a robust community and prevention offer, supported across the directorate by a well-structured and skilled workforce supported by digital tools. This programme has a savings target of £1.6m in 2022/23.
2. Learning disability and autism will continue to transform services through strengths-based reviews, the strategic shift to independent living, modernising day services and transforming care offer with an OT service, reablement and health facilitation. This programme has a savings target of £3.6m in 2022/23.
3. Accommodation with care and support will increase the availability and range of accommodation so residents remain independent for longer, with 725 units of

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'protected characteristic' groups is an important part of our compliance with duties under the Equality Act 2010.

This EIA is not intended to support individual decisions around changes to service provision. To the extent that changes are proposed that require consultation and Cabinet approval, individual EIAs will be produced.

Who is affected by the proposals outlined above?

The proposals will affect:

- People who use services, their families and carers
- Surrey residents contacting our front door
- Professional and partners who refer people to Adult Social Care
- Adult Social Care staff
- Surrey Choices (SCC's Local Authority Trading Company)
- Independent Adult Social Care providers

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

This programme supports the following aspirations in the Community Vision:

Everyone gets the health and social care support and information they need at the right time and place.

Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.

Are there any specific geographies in Surrey where this will make an impact?

County-wide

Assessment team

Kathryn Pyper - Senior Programme Manager, Adult Social Care, SCC, Equalities and Diversity lead for Adult Social Care

Hannah Dwight - HR Business Partner, HR & OD, SCC, Workforce

Charlotte Langridge - Business Intelligence Lead, Adult Social Care, SCC, Business Intelligence

Wil House - Strategic Finance Business Partner, Resources, SCC, Finance

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55-64	2,923	14.0%
65-74	2,652	12.7%
75-84	3,756	

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Lead Officers

- Area Directors and Assistant Director
- Assistant Director, Commissioning
- Assistant Director, Learning Disabilities, Autism & Transition
- Head of Resources
- Assistant Director, Service Delivery

There are no negative impacts identified that cannot be mitigated

Disability

What information (data) do you have on affected service users/residents with this characteristic?

In the 2011 census, 13.5% of the population in Surrey declared they had a disability or life-limiting long-term illness.

0.9% of the population aged 18-64 years old in Surrey in 2019, were recipients of Disability Living Allowance (DLA). This follows a three-year trend of reduced numbers of people receiving DLA in Surrey. DLA is a tax-free benefit for people with a disability or long-term illness. In 2019, there were 14,113 people receiving DLA in Surrey. This is a decrease of 1,113 people from 2018 (15,226) and 2,113 people from 2017 (17,339).

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Primary Support Reason	Number of open cases (14 Dec 2021)	% of open cases (14 Dec 2021)
Learning Disability Support	3,853	18.5%
Mental Health Support	2,243	10.8%
Physical Support - Access and Mobility Only	1,374	6.6%
Physical Support - Personal Care Support	7,669	36.8%
Sensory Support - Support for Dual Impairment	56	0.3%
Sensory Support - Support for Hearing Impairment	111	0.5%
Sensory Support - Support for Visual Impairment	139	0.7%
Short Term Support (Unclassified)	1,665	8.0%
Social Support - Asylum Seeker Support	0	0.0%
Social Support - Substance Misuse Support	82	0.4%
Social Support - Support for Social Isolation/Other	158	0.8%
Social Support - Support to Carer	2,591	12.4%
Support with Memory and Cognition	874	4.2%
Total	20,815	100.0%

Positive Impacts

- Commissioners and care providers will continue to co-design new services and listen to the voice of people with a disability in shaping services to meet need
- It will create opportunities for people with a disability to explore alternative community-based solutions and different living arrangements
- Residents with a disability will be encouraged to have a more detailed discussion, exploring what care and support their family, friends and local community can provide to meet their needs, encouraging creativity and people to continue to play an active part in their community
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- Expanding the development of new supported independent living provision will mean people with disabilities are offered a setting closer to their family and support network

Negative Impacts

- Placing people with a disability in community (rather than residential) settings may be perceived by families/local residents as a risk to the individual and the community
- The shift towards more creative and informal care may generate some initial anxiety for people with a disability
- There may be increasing demands placed upon the voluntary, community and faith sector from people with a disability
- There may be quality assurance and safeguarding issues around the care provided by family, friends and community networks for people with a disability, how this is assured and to whom concerns should be raised
- Any shift towards digital could disadvantage people with a disability who are less likely to use the internet, encounter more physical difficulties using digital etc

Mitigations

- Work to co-design and reshape services by listening to the voice of people with a disability through our user and carer partners and networks
- Continue to embed strengths-based practice
- On-going implementation of the Surrey Choices 'changing days' programme including an expansion of the 'shared lives' offer
- Continue to embed strengths-based practice
- Continue to grow staff's knowledge of local community-based resources
- Work with health and community partners to deliver the LD Health/Complex Needs change programme
- On-going development of a therapy led reablement service
- On-going work across the system to align services and integrate the approach to mental health with physical health and social wellbeing
- Continued professional development of mental health staff including Care Act, strengths-based practice, motivational interviewing etc
- Strengthen the range of Technology Enabled Care on offer to people with a disability
- Continue delivering the 'Move On' project to support people to move from residential to independent living

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and asylum are significantly more likely to die in childbirth compared to their White British counterparts.

The number of people supported by Adult Social Care by ethnicity (14 Dec 2021):

Ethnicity	Number of open cases	% of open cases

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Buddhist	41	0.2%
Christian	9,402	45.2%
Hindu	101	0.5%
Jehovah Witness	69	0.3%
Jewish	55	0.3%
Muslim	343	1.6%
Sikh	44	0.2%
Other	444	2.1%
Declined / Refused	995	4.8%
No Religion or Belief / None	2,546	12.2%
Undeclared / Not known	6,775	32.6%
Total	20,815	100.0%

Positive Impacts

- People with a religion or belief system will be encouraged to access support from within their faith community

Negative Impacts

- None identified

Mitigations

- Continue to embed strengths-based practice
- Continue to grow staff's knowledge of local community- based resources

Changes to be implemented by 31 March 2023

Lead Officers

- Area Directors

There are no negative impacts identified that cannot be mitigated

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Carers protected by association

What information (data) do you have on affected service users/residents with this characteristic?

Carers look after family, partners or friends in need of help because they are ill, frail or have a

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Based on the 2011 Census, 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% where caring for 50+ hours per week. The 85+ age group is an exception to this where 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.

Surrey has higher expected numbers of carers of people with a learning disability than in other parts of the country, due to a historic, disproportionately high learning disability population.

Number of Carers known to ASC by age:

	Number of Carers (14 Dec 2021)	% of carers (14 Dec 2021)
Under 18	0	0.0%
18-44	268	9.0%

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- The review of organisational structure and accountabilities may create opportunities for staff of all ages to develop new skills and to take on new roles and responsibilities
- The review of organisational structure may create new entry level roles to support young people/or people of any age to join the workforce and benefit from professional development through the apprenticeship programme
- The focus on growing our future pipeline through the workforce strategy will support initiatives that will increase the number of opportunities to support young people/or people of any age to join the workforce

Negative Impacts

- None identified

Mitigations

- Ensure any review of organisational structure and accountabilities is supported by HR and formal consultation
- SCC change management policies and processes followed
- A variety of communication and engagement methods will be used to ensure all staff are able to access information and respond to it
- Support in place to facilitate redeployment opportunities
- Consider opportunities for apprentice and entry level roles across the service open to all candidates
- Consider the potential for positive action for young people
- Consider opportunities to support early careers including trainee roles, apprentices and the Kick starter scheme alongside opportunities to partner with health on entry level careers across health and social care

Changes to be implemented by 31 March 2023

Lead Officers

- Head of Resources
- Area Directors
- Assistant Director, Service Delivery
- Assistant Director, Learning Disabilities & Autism

There are no negative impacts identified that cannot be mitigated

Disability

What information (data) do you have on affected service users/residents with this characteristic?

3.3% of the HW and ASC workforce have declared a disability compared to 2.91% of the council wide workforce.

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Positive Impacts

- The property portfolio review, which includes the closure of County Hall will enable staff with a disability to work in a more flexible and agile way in more accessible and modern buildings

Negative Impacts

- Any change to organisation structure or location could mean staff with a disability may

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Mitigations

- Move towards a more flexible and agile way of working as part of the Council's agile working programme
- Ensure any review of organisational structure and accountabilities is supported by HR, a formal consultation process, Work Base Relocation Grant etc
- Ensure reasonable adjustments continue to be made
- Agile working conversations will be used to ensure services and work optimise flexible and agile working where it fits with business need.

Changes to be implemented by 31 March 2023, except changes around agile working, due to be implemented by 31 December 2022

Lead Officers

- Head of Resources
- ADs
- AD Service Delivery

There are no negative impacts identified that cannot be mitigated

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6a. Version control

Version Number	Purpose/Change	Author	Date
v1	Initial draft	Kathryn Pyper	10 December 2021
v2	Updated with HR data	Kathryn Pyper	17 December 2021
v3	Updated with Finance data	Kathryn Pyper	24 December 2021
v4	Feedback from DEG and ASC transformation programmes	Kathryn Pyper	7 January 2022

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

