

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA (Equality Impact Assessment):	Adult Social Care Support Staff - Community Enhanced Care Service (CEC), Consultation
2	Person responsible for the assessment:	Marie Wilson
3	Contact details:	Marie.wilson9@nhs.net
4	Section & Directorate:	Trafford Local Care Organisation (TLCO), Strategic Lead for South Neighbourhood
5	Name and roles of other officers involved in the EIA, if applicable:	Debbie Walsh, Director of Integrated Services, TLCO Richard Metcalfe, Human Resources Business Partner – Adults and Commissioning Trafford Council

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	<p>This EIA has been completed to assess the impact of the redeployment of LA (Local Authority) employed Adult Social Care (ASC) support staff currently based within TLOC's Community Enhanced Care service. 6 members of staff will be affected by the change.</p> <p>Service background and reason for change: In 2016/7, the Reablement service was decommissioned as a Council delivered service. Consequently, several staff were redeployed into CEC which was at the time a Pennine Care NHS Trusts Trafford Community Health Services. This was</p>

possible due to the utilisation of the Section 75 contractual arrangements that were in place at that time.

The staff continued to be directly employed by the LA; however, they were operationally managed on a day to day within CEC. The overall principle of the support workers role remained unchanged. This was to work with service users to maximise their potential for independence, prevent admission to hospital, support early discharge and reduce the need for long term care packages. The result would be a reduction in the financial cost of the ASC statutory care function. The roles were further enhanced by providing home care support to enable hospital discharge and therefore reduce Length of stay (LoS) and bed days.

In October 2019, following a provider restructure, all staff within Trafford Community Health Services were TUPE'd (Transfer of Undertakings – Protection of Employment) into Manchester University Foundation Trust (MFT). The LA employed support workers in CEC remained in the service as per the Section 75 contractual arrangements.

As the Council now moves towards a new vision, it will begin to transform the way it delivers services. This will be through its modernisation ambitions and continued health and social care progress, together with lessons learned from how the Council responded to the COVID-19 pandemic. Therefore, the shape and composition of its workforce will need to change. In addition, like many other LA's Trafford has faced both extra cost pressures and income losses as a result of the COVID-19 pandemic.

To mitigate the impact of any organisational change and budget pressures facing the Council, the organisation has had to evaluate the services it currently provides.

It is therefore proposed to change how the Council delivers rapid support services and cease the current Adult Social Care support within the TLCO Community Enhanced Care Service. Also to deploy the 6 social care support staff to other support services within in one of the 3 services: Ascot House, Care at Home

		Service or Supported Living.
4	Is the policy/function associated with any other policies of the Authority?	The staff continued to be employed by the LA and so work within all applicable LA policies.
5	Do any written procedures exist to enable delivery of this policy/function?	The Social Care Support Staff – Community Enhanced Service Staff information and Consultation Document, January 2021
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	The document has been shared with and is supported by the following <ul style="list-style-type: none"> • Corporate Director for Adult Social Services, Trafford Council • Director for Integrated Services, TLCO • HR (Human Resources) Business Partner – Adults and Commissioning Trafford Council • Trade Union Representative
7	Who are the main stakeholders of the policy? How are they expected to benefit?	There are 6 ASC Support Workers affected by this change. There are also 3 services who are also affected: <ul style="list-style-type: none"> • Ascot House • Care at Home • Supported Living
8	How will the policy/function (or change/improvement), be implemented?	It is the intention to redeploy the Local Authority employed ASC support workers within TLCO, who are based within the CEC service. No staff will be made redundant in this instance. The staff being transferred across to the TLCO will be on the working conditions that are of the same standard as those within the Council. Therefore, any current requirements in place regarding for example, reasonable adjustments, flexible working arrangements etc. will still be available to this group of staff when they move.
9	What factors could contribute or detract from achieving these outcomes for service users?	Group and one to one meeting were held throughout the consultation period. This enabled staff to raise any collective issues as well as any individual concerns that needed to be considered.

		<p>A FAQs (Frequently Asked Questions) reference sheet was given to the staff as well as a record of the one to one meeting. These outlined issues pertinent to an individual that was raised at the meetings.</p> <p>As part of the consultation period, the affected staff were also asked to complete a preference form, stating their service of choice on a scale of 1 to 3. If there are more preferences than posts a competitive interview process will take place.</p> <p>The FAQ's and service preferences were reviewed to establish the potential impact of the proposed change on individual staff members. This was done in order to identify any issues arising and mitigation as the consultation period progressed.</p>
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Trafford Council Manchester Foundation Trust (MFT)

C. Data Collection on People Impacted by Policy or Function

1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Yes
2	Please specify monitoring information you have available and attach relevant information*.	6 female employees
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	N/A – not applicable

*Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service

D. Consultation & Involvement

1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	N/A
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	Formal consultation to redeploy Local Authority employed ASC support workers (6 in total) within TLCO), who are based within the CEC service. The consultation started on 11 th January 2021 and closed on 31 st January 2021.
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	N/A

**It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Sex			√	No evidence of discrimination All the 6 ASC are women
Pregnant women & women on maternity leave			√	N/A
Gender Reassignment			√	No evidence of discrimination

Marriage & Civil Partnership			√	No evidence of discrimination
Race - include race, nationality & ethnicity (NB: the experiences may be different for different groups)			√	No evidence of discrimination
Disability – physical, sensory & mental impairments			√	No evidence of discrimination
Age Group - specify e.g. older, younger etc.			√	No evidence of discrimination
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			√	No evidence of discrimination
Religious/Faith groups (specify)			√	No evidence of discrimination

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

Neutral

F. Could you minimise or remove any negative potential impact? If yes, explain how.

Race:	No actions
Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	No actions
Disability:	No actions
Age:	No actions
Sexual Orientation:	No actions
Religious/Faith groups:	No actions

Also consider the following:		
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for an equality group or for another legitimate reason?	No actions
2	Could the policy have an adverse impact on relations between different groups?	No actions
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	No actions

G. EIA Action Plan


Recommendation	Key activity	When	Officer Responsible	Progress milestones

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed
Lead Officer: Debbie Walsh
Date: 16.02.21

Signed
Service Head: Marie Wilson – Strategic Lead South Neighbourhood
Date: 16.02.21

If this EIA is to accompany a budget proposal, please include sign off from a member of CLT:

Signed 

CLT Member - Diane Eaton, Corporate Director Adult Services Date: 23rd March 2021