

## EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Adult Social Care – Improving Lives Every Day – non TEC (“Doing Things Differently”)
2	Person responsible for the assessment:	Emma Brown, (Director of Adult Social Care)
3	Contact details:	<a href="mailto:emma.brown@trafford.gov.uk">emma.brown@trafford.gov.uk</a>
4	Section & Directorate:	Adult Social Care – part of Adults and Wellbeing Directorate
5	Name and roles of other officers involved in the EIA, if applicable:	Emma Brown

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 checked="" type="checkbox"/> Change to an existing policy or function <input type="checkbox"/>
3	What is the main purpose of the policy/function?	<p>This EIA relates to the Improving Lives Every Day (non TEC) business case.</p> <p>The Improving Lives Everyday Programme focuses on having efficient, effective, and modern practices and opportunities for both our workforce and our residents within Adult Social Care. It covers a number of projects under three distinct subheadings which are:</p> <ul style="list-style-type: none"> <li>• Doing Things differently</li> <li>• Technology Enabled Care (TEC) (Incorporates four projects) [This as already been approved by Finance &amp; Change]</li> <li>• Digitalisation &amp; Automation</li> </ul>

		<p>This EIA relates to “Doing Things Differently”</p> <p>The “Doing Things Differently” programme encompasses three projects which are:</p> <ol style="list-style-type: none"> <li>1. Business Unit – focuses on reducing risk of errors; delayed payments and increasing capacity for front line workers to provide the best support for our residents</li> <li>2. Rapid Multi-Disciplinary Team / Discharge to Asses – across GM, both Trafford &amp; Manchester have a greater prevalence of DtA (Discharge to Assess) over and above the other eight GM localities, 92.71% second only to Manchester. This project looks at adopting our model to our residents to maximise their opportunity of returning home as soon as practicably possible</li> <li>3. “Fewer Than” programme – this project seeks to review residents in receipt of Homecare to ensure the appropriate level of support is provided</li> </ol>
4	Is the policy/function associated with any other policies of the Authority?	<ol style="list-style-type: none"> <li>1. Improving Lives Every Day Strategy <a href="#">Improving Lives Everyday Strategy 2023-2025 (office.com)</a></li> <li>2. Care Act, 2014</li> <li>3. Care Act, 2014 Statutory Guidance</li> <li>4. The Care and Support (Eligibility Criteria) Regulations 2015</li> <li>5. The Mental Capacity Act, 2005</li> <li>6. The Mental Capacity Act, 2005, Code of Practice</li> <li>7. National Framework for NHS Continuing Healthcare</li> <li>8. Let’s Talk Operational Guidance</li> <li>9. Quality Assurance Framework</li> </ol>
5	Do any written procedures exist to enable delivery of this policy/function?	Managers will review and update policies / processes as appropriate

6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<p>Our main stakeholders are:</p> <ul style="list-style-type: none"> <li>• Residents in receipt of care</li> <li>• Other Corporate services, including Insights &amp; Intelligence; Commissioning;</li> <li>• Employees involved in these projects SLT (Senior Leadership Team) / DMT (Directorate Leadership Team) / CLT (Corporate Leadership Team)</li> <li>• Elected members at Trafford Council</li> </ul>
8	How will the policy/function (or change/improvement), be implemented?	Each project will have a dedicated resource to run the project with the specific timelines agreed by the SRO (Senior Responsible Officer)
9	What factors could contribute or detract from achieving these outcomes for service users?	<p>Relevant factors include:</p> <ul style="list-style-type: none"> <li>• The availability of the team to support the review in the processes / procedures</li> <li>• Data not being available in Liquid Logic Management Information System</li> <li>• Data being recorded on spreadsheets</li> <li>• Financial sustainability of models</li> <li>• Risk of delivery will be captured as part of revised governance Effectiveness and Efficiencies working group and escalated to SLT once all projects are fully identified and scoped.</li> <li>• There are likely to be dependencies linked to other business cases in Adult Social Care</li> </ul>
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Trafford Council is the Local Authority and Adult Social Care is the service leading these projects. One of the projects, Rapid MDT (multi-disciplinary team) is a joint partnership with MFT (Manchester Foundation Trust) (NHS).

<b>C. Data Collection on People Impacted by Policy or Function</b>		
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?	Monitoring data is currently available on internal systems – Liquid Logic
2	Please specify monitoring information you have available and attach relevant information*.	The data (personal information) is available but is subject to privacy regulation through GDPR (General Data Protection Regulations) and is obtained where appropriate for the use in each project
3	If monitoring has NOT been undertaken, will it be done in the future, or do you have access to relevant monitoring data?	Yes

*\*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*

<b>D. Consultation &amp; Involvement</b>		
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?	This EIA is work in progress and is subject to change as each of these projects commence.
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	N/A

3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	N/A
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*\*\*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			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
Pregnant women & women on maternity leave			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
Gender Reassignment			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
Marriage & Civil Partnership			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
<b>Race-</b> include race, nationality & ethnicity (NB: the experiences may be different for different groups)			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.

<b>Disability</b> – physical, sensory & mental impairments			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
<b>Age Group</b> - specify e.g. older, younger etc.			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
<b>Sexual Orientation</b> – Heterosexual, Lesbian, Gay Men, Bisexual people			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.
<b>Religious/Faith groups</b> (specify)			√	Residents are not being chosen on this characteristic. Care plans / assessment needs are based on criteria from the Care Act 2014.

**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:	Not applicable
Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	Not applicable
Disability:	Not applicable
Age:	Not applicable
Sexual Orientation:	Not applicable
Religious/Faith groups:	Not applicable
Also consider the following:	

1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	N/A
2	Could the policy have an adverse impact on relations between different groups?	N/A
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?	N/A

### G. EIA Action Plan

What actions do we want to include in this?

Recommendation	Key activity	When	Officer Responsible	Progress milestones
Based on the business case develop an action plan and time frames for each of the projects	Identify the resource that will be leading the work	TBA	Emma Brown – Director	

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

Signed:

Signed

Lead Officer: Emma Brown, ASC Director

Service Head

Date: 9<sup>th</sup> Feb 2024

Date:

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

A handwritten signature in dark ink, consisting of a stylized 'N' followed by a series of loops and a horizontal line.

Signed:

Date: 21/02/2024