

Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Targeted review of complex cases (S2)
Directorate and Service Area	Adults and Communities - Operations
Saving	£ 1.25 million
Name of Lead Officer (s)	Mandy Appleby Assistant Director Adult Social Care Operations, Amy Swift Senior Project Manager

Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

To complete a comprehensive review and transformation of our approach to supporting people with complex health and care needs in Herefordshire. This includes a review of current care plans, funding processes, commissioning arrangements and operational practices. This will ensure that residents are always receiving the right support, at the right time, from the right commissioner and provider.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

The review being undertaken is specifically focused on adults (and children over 17 who are transitioning to adult social care) with complex health and care needs in Herefordshire.

2.2 Who is missing? Are there any gaps in the data?

As the review being undertaken is specifically focused on adults it does not include

children under the age of 17, and of this age group only those due to transition imminently to Adult services. Therefore no gaps in data have been identified.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

This work aligns to existing practices around our strengths based model in Herefordshire.

We will communicate directly as appropriate with individuals (and/or families/carers) who will be affected by the outcome of the review.

Stakeholder engagement, including with staff and partner agencies, will involve different levels of engagement at the appropriate stages of the project.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

This project seeks to ensure a fair and equitable approach to assessment and care planning for those with health and care needs. The project will not adversely impact on people with protected characteristics but will improve outcomes.

3.2 Can these impacts be mitigated or justified? If so, how?

Not applicable see above.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes, we will be undertaking a comprehensive review and transformation of our approach to supporting people with complex health and care needs in Herefordshire. This includes a review of current care plans, funding processes, commissioning arrangements and operational practices. This will ensure that residents are always receiving the right support, at the right time, from the right commissioner and provider.

3.4 Can they be maximised? If so, how?

As above.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?

Equality has been an integral part of considering the options and is embedded in all project activity.

Consideration has already been given as part of project planning as to how all groups should be included and receive a fair and transparent service.

4.2 What actions have been identified going forward?

None because due consideration has been given to equality as part of project planning.

4.3 How will the impact of your proposal and actions be measured moving forward?

The project has developed a tracker, which will record all relevant information. The project is also tracked on Verto (the Council's Project Management tool). Benefits and Lessons Learnt are tracked and logged on Verto as part of the project management process.

The project overall is monitored through:

- Operations Programme Board
- Adults & Communities Programme Board

Service Director sign-off:

Date: 27 January 2021

Stephen Vickers
Director of Adults and Communities