

# Equality Impact Assessment

## Preparedness for CQC Assurance

### Stage 1 Details of the proposal

<b>Name of service</b>	Adult Social Care
<b>Directorate</b>	Adult Social Care and Health
<b>Name of officer responsible for EIA</b>	Dominic Armstrong
<b>Name of senior sponsor</b>	Julie Chapman
<b>Description / purpose of proposal</b>	CQC Self Assessment
<b>Date EIA started</b>	04/04/2023
<b>Assessment Review date</b>	Not applicable

### Stage 2 - About the proposal

<b>What is being proposed?</b>	Service Improvement actions are taken forward following a self-assessment
<b>Why is the proposal required?</b>	The CQC have new powers to inspect local authorities adult social care. The actions are designed to ensure that services are improved and equality issues are addressed.
<b>What will this proposal mean for customers?</b>	The proposals should help improve our approach and the service people receive across the four CQC themes (working with people, providing support, safety, leadership).

## Stage 3 - Preliminary screening process

Use the Preliminary screening questions (found in the guidance) to decide whether a full EIA is required

- Yes - EIA required (go to next section)  
 No – EIA not required (provide rationale below including name of E&I Officer consulted with)

## Stage 4 - Scoping exercise - What do we know?

### Data: Generic demographics

What generic data do you know?

Our borough profile <https://www.barnsley.gov.uk/media/17269/our-borough-profile-20190724.pdf> , and Market Position Statement <https://www.barnsley.gov.uk/services/our-council/our-strategies/adult-social-care-market-position-statement/> set out the generic data relating to Adult Social Care in Barnsley .

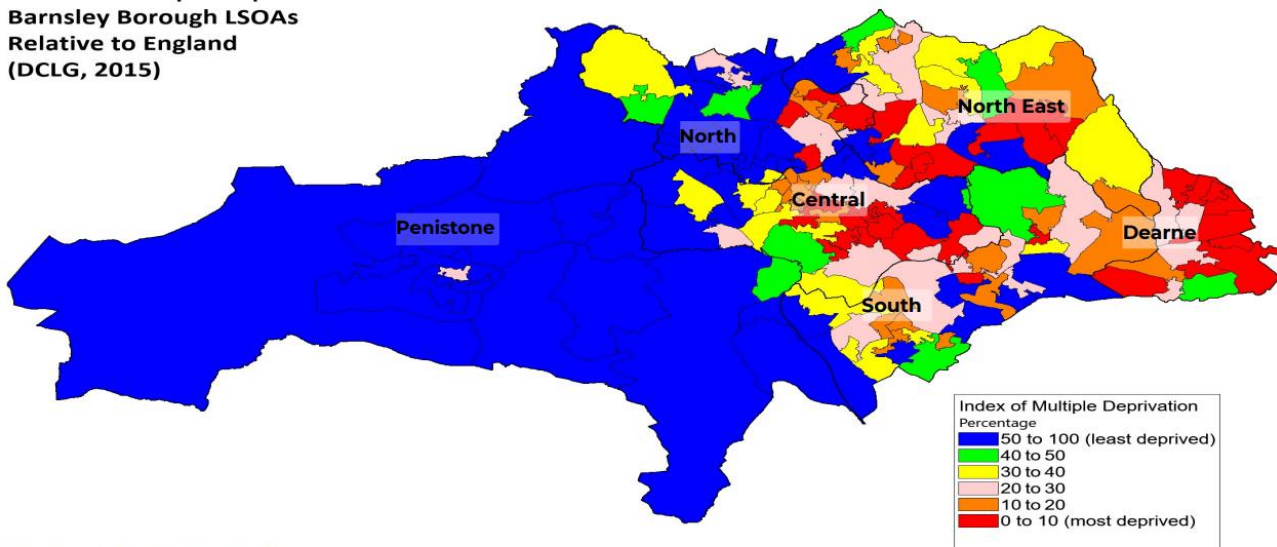
### Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

The equalities issues around adult social care need to be understood more fully. There is a focus on inequalities in the new Integrated Care Board and sub boards but these are currently establishing themselves and it will take some time for them to establish data and feedback.

The index of multiple deprivation sets out some of the boroughs geographical challenges.

**Index of Multiple Deprivation 2015  
Barnsley Borough LSOAs  
Relative to England  
(DCLG, 2015)**



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The map shows that pockets of the Central, North East and Dearne and pockets to the South are more deprived than other areas. In terms of adult social care specifically we know that we seem more demand from these areas for assessments, care and support. We also know that people within these areas are disadvantaged by their age, condition or other factor like cognitive impairment. We know that people with a cognitive impairment may need a family member or independent person to advocate for them with regards to their wishes, preferences and outcomes, ensuring these are built into assessments, support planning and care and support. People with a sensory impairment or learning disability may also need help to with communications to play a fuller role in discussions about their needs and aspirations.

Our self assessment has examined how effective the council is at managing its resources to meet its responsibilities effectively. This has built on feedback we have received from people in our communities like older people, carers and working age adults. Improvements to how we manage resources effectively should help to assist us to address inequalities.

**Data: Previous / similar EIA's**

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

No

**Data: Formal consultation**

What information has been gathered from formal consultation?

There has been no formal consultation for this piece of work specifically. It does draw on consultation which has been completed previously like Adult Social Care User Survey, carers consultation and feedback from working age adults.

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## Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics  
 (state if negative impact is substantial and highlight with **red text**)  
 Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative '-'	Positive '+'	No impact	Don't know	Details
Sex			X		
Age		X			Actions have been recommended which should help with the management of resources and risks. This should benefit older people who may have care needs now or in the future.
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i>		X			Actions have been recommended which should help with the management of resources and risks. This should benefit disabled people who may have care needs now or in the future
Race			X		
Religion & Belief			X		
Sexual orientation			X		
Gender Reassignment			X		
Marriage / civil partnership		N/A	X		
Pregnancy / maternity			X		

### Other groups you may want to consider

	Negative	Positive	No impact	Don't know	Details

Ex services				X	
Lower socio-economic				X	
Other ...				X	

**Stage 6 - BMBC Minimum access standards**

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at )

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with reasonable adjustments for disabled people.

Not yet live

The proposal will meet the minimum access standards.

The proposal will not meet the minimum access standards. –provide rationale below.

**Stage 7 – Action plan**

**To improve your knowledge about the equality impact . . .**

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date
Ensure Equality Impact Assessments are undertaken on appropriate adult joint commissioning work	Service Director Adult Joint Commissioning	01/12/2023 – Ongoing
An engagement strategy will be developed. As part of this a tender for a big conversation will be developed to get objective feedback from people	Service Director Adult Joint Commissioning	01/09/2023

**To improve or mitigate the equality impact . . .**

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date

Adult Social Care will develop a clear equitable approach to case load management and prioritisation of work	Service Director Adult Social Care	01/09/2023
Review of Information , advice and guidance	Service Director Adult Social Care	01/09/2023
Adult Joint Commissioning and Adult Social Care will establish provider and user group forums to collect feedback	Service Director Adult Social Care	01/09/2023

**To meet the minimum access standards . . .(if relevant)**

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra ‘accessibility’ funding, produce separate MAS action plan, etc.

Action we will take:	Completion date
<b>Not yet live</b>	

**Stage 8 – Assessment findings**

Please summarise how different protected groups are likely to be affected

<b>Summary of equality impact</b>	The actions being taken forward are likely to have a positive impact on older and disabled people who access adult social care.
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<b>Summary of next steps</b>	The next steps are to consider the approach with council colleagues and implement any agreed actions.
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Signature (officer responsible for EIA) Date



07/04/2023

**\*\* EIA now complete \*\***

## **Stage 9 – Assessment Review**

**(This is the post implementation review of the EIA based on date in Stage 1 if applicable)**

**What information did you obtain and what does that tell us about equality of outcomes for different groups?**