

Equality Impact Assessment

Introductory Information

Budget/Project name

AHSC Community Involvement Programme

Proposal type

- Budget
 Project

Reference number

1345

Decision Type

- Cooperative Executive
 Leader
 Adult Health and Social Care Policy Committee
 Executive Director/Director
 Officer Decision (Non-Key)
 Council (e.g. Budget and Housing Revenue Account)
 Regulatory Committee (e.g. Licensing Committee)
 Local Area Committee

Lead Cooperative Executive Member

George Lindars-Hammond

Entered on Q Tier

- Yes No

Year(s)

- 18/19 19/20 20/21 21/22 22/23 23/24 24/25 25/26

EIA date

06/12/2022

EIA Lead

- | | |
|--|--|
| <input type="radio"/> Adele Robinson | <input checked="" type="radio"/> Ed Sexton |
| <input type="radio"/> Annemarie Johnston | <input type="radio"/> Louise Nunn |
| <input type="radio"/> Bashir Khan | <input type="radio"/> Richard Bartlett |
| <input type="radio"/> Bev Law | <input type="radio"/> Rosie May |

Person filling in this EIA form

Catherine Bunten

Lead officer

Alexis Chappell

Lead Corporate Plan priority

- | | | | | |
|---|--------------------------------------|---|---|---|
| <input checked="" type="radio"/> An In-Touch Organisation | <input type="radio"/> Strong Economy | <input type="radio"/> Thriving Neighbourhoods and Communities | <input type="radio"/> Better Health and Wellbeing | <input type="radio"/> Tackling Inequalities |
|---|--------------------------------------|---|---|---|

Portfolio, Service and Team

Cross-Portfolio

Yes No

Portfolio

People

Is the EIA joint with another organisation (eg NHS)?

Yes No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

This EIA covers the community involvement strand of the emerging AHSC involvement activities.

Adult Health and Social Care wishes to create a new way to empower citizens to have influence, to inform and to hold it to account across its services; and to lead our approach to co-production.

The proposal intends to develop the range of opportunities it currently offers for local people to help shape and improve social care support in the city.

It also aims to increase and broaden the range of people it reaches, to better reflect the diversity of the city and tackle inequalities in social care provision.

The goal is to create a sustainable model that embeds community involvement throughout adult social care, designed over a three-month coproduction 'citizens involvement' project starting early 2023.

A programme of engagement activities will run in tandem with the project, with members of the community AHSC has had little or no contact with to date, for example the Yemeni community, the Deaf community, and older people such as those living with dementia or in extra care housing. These outreach activities will develop mutual understanding, interest and trust, to build confidence in the involvement opportunities emerging from the design project.

We also intend to enhance AHSC's existing special interest groups and forums by coordinating intelligence from this network and other sources of lived experience and providing a link to the new AHSC Policy Committee.

The newly designed body will champion and facilitate opportunities for local people to be involved in service design, quality assurance/evaluation and improvement drives, aspiring to co-production whenever appropriate. It will create a space for supporting participation elements across all areas of AHSC's work.

Its ultimate name, function and approach will be decided by the co-production project participants.

Training, support and access mechanisms for members will be designed into the new structure, which could also include peer support models. A reward and recognition scheme will also be considered.

An independent facilitator will be recruited for this design project through a limited tender exercise. The selection criteria will be coproduced and experts by experience recruited to sit on the selection panel.

The new body and roles will be rolled out through a community involvement delivery plan over the next two years 2023-25.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

By developing many options for involvement, designed by people with lived experience and with a specific aim of improving representation from people who face disadvantages due to inequality, the proposal should both mitigate and address inequality and discrimination, and foster good relations

Impacts

Proposal has an impact on

<input checked="" type="radio"/> Health	<input checked="" type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input checked="" type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input type="radio"/> Partners
<input checked="" type="radio"/> Religion/Belief	<input type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input checked="" type="radio"/> Sexual Orientation	<input type="radio"/> Other

Give details in sections below.

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

- Yes No *if Yes, complete section below*

Staff

- Yes No

Impact

- Positive Neutral Negative

Level

- None Low Medium High

Details of impact

The proposal is likely to improve people's experience and satisfaction with care and support services, and to feel like they are able to influence decisions and service provision. As a result, it is also likely to provide social care staff and partners with more informed knowledge and confidence to support people.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The proposal will enable people to have a voice and choice about how to get involved in a way that works for them, this is likely to have a positive impact self-efficacy and on health and wellbeing.

It also, ultimately, will improve our services

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

Age

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

By the nature of AHSC, a very large majority of people accessing support are 'older people'. To that extent, any changes to support has an impact, though we anticipate that this will be positive and more flexible and person-led opportunities for involvement are developed and implemented.

Staff
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

By the nature of AHSC, a very large majority of people accessing support have a condition or impairment that would be defined as a 'disability.' To that extent, any changes to support has a significant impact.

Recognising the prevalence of people with learning disabilities, the proposal will include a focus on supporting people to be meaningfully involved.

Developing new and other personalised approaches and ways of working in Sheffield will create more opportunities for people to meet their eligible needs and work towards and achieve their personal outcomes in the way that best suits them.

Pregnancy/Maternity

Staff
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to enable people to identify options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Race

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Customers**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The proposal aims to increase and broaden the range of people it reaches, to better reflect the diversity of the city and tackle inequalities in social care provision.

Religion/Belief

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Customers**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The proposal aims to increase and broaden the range of people it reaches, to better reflect the diversity of the city and tackle inequalities in social care provision.

Sex

Staff**Impact**

- Yes No Positive Neutral Negative
- Level**
- None Low Medium High

Details of impact

Customers

- Yes No
- Impact**
- Positive Neutral Negative
- Level**
- None Low Medium High

Details of impact

No direct or disproportionate impacts are identified. However, the proposal would be expected to enable people to be involved and be part of developing options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Sexual Orientation

Staff

- Yes No
- Impact**
- Positive Neutral Negative
- Level**
- None Low Medium High

Details of impact

Customers

- Yes No
- Impact**
- Positive Neutral Negative
- Level**
- None Low Medium High

Details of impact

No direct or disproportionate impacts are identified. However, the proposal would be expected to enable people to be involved and be part of developing options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Transgender

Staff

- Yes No
- Impact**
- Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

No direct or disproportionate impacts are identified. However, the strategy would be expected to enable people to identify options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Carers

Staff
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Carers should benefit from this approach, either directly (by improvements to ways to be involved, and their experience and outcomes); or indirectly (in terms of improvements for people who are cared for).

Voluntary/Community & Faith Sectors

Staff
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

The programme will continue to seek to involve staff from different organisations (or self-employed) to offer insights, which will potentially have an indirect benefit to organisations and their employees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Cohesion

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

the proposal would be expected to enable people to be involved and be part of developing options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

the proposal would be expected to enable people to be involved and be part of developing options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Partners

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Poverty & Financial Inclusion

Staff
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Armed Forces

Staff
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact
 the proposal would be expected to enable people to be involved and be part of developing options for support that is more personalised to individual lives, priorities, values, goals and support needs.

Other

Staff
 Yes No *Please specify*

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Customers
 Yes No *Please specify*

Impact
 Positive Neutral Negative

Level
 None Low Medium High

Details of impact

Cumulative Impact

Proposal has a cumulative impact

Yes No

<input checked="" type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

Proposal has geographical impact across Sheffield

Yes No

If Yes, details of geographical impact across Sheffield

Local Partnership Area(s) impacted

All Specific

If Specific, name of Local Partnership Area(s) impacted

Action Plan and Supporting Evidence

Action Plan

- Equalities questions in the facilitator selection criteria
- Development of a participation support offer
- Outreach activities to seldom heard sections of the community to build understanding and trust and promote new and existing involvement opportunities
- Communications plan with provision for tailored resources
- Appropriate performance indicators to monitor and assess project and programme progress.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Consultation

Consultation required

- Yes No

If consultation is not required please state why

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

Summary of overall impact

Summary of overall impact

Summary of evidence

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area?

- Yes No

Overall risk rating after any mitigations have been put in place

- High Medium Low None

Sign Off

EIAs must be agreed and signed off by an Equality lead Officer. Has this been signed off?

- Yes No

Date agreed

Name of EIA lead officer

Review Date	<input type="text"/>
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