

# Thurrock Council

## Community Equality Impact Assessment

### Service area and lead officer

<b>Name of service</b>	Adult Social Care
<b>CEIA Lead Officer</b>	Ceri Armstrong
<b>CEIA Lead Officer job title</b>	Head of ASC Transformation
<b>CEIA Lead Officer email address</b>	<a href="mailto:carmstrong@thurrock.gov.uk">carmstrong@thurrock.gov.uk</a>

### Subject of this assessment

<b>What specific policy, strategy, function or service is the subject of this assessment?</b>
<p>This assessment covers the business case entitled “Savings and Efficiency programme to reduce high-cost placements, including use of panel”.</p> <p>This business case is designed to improve oversight and therefore practice involved in the assessment and care planning functions of Adult Social Care with a view to maximising the independence of service users, improving outcomes and, therefore ensuring best value in the use of resources deployed to support people. Experience suggests that a focus on effective care planning improves the efficient use of resources and, therefore, has the twin benefit of improving outcomes and reducing cost.</p> <p>It should be stressed. however, that the clear objective is primarily on improving quality and not on finding savings.</p>
<b>Borough-wide or location-specific?</b>
<input checked="" type="checkbox"/> Borough-wide <input type="checkbox"/> Location-specific – please state locations below.
<p>Click or tap here to enter text.</p>
<b>Why is this policy, strategy, function or service development or review needed?</b>

Adult Social Care (ASC) faces a significant challenge through the rise in demand and complexity to meet the needs of those who require support, coupled with an extremely challenging financial reality that has seen relative funding decreases over time and a significant growth in external economic pressures such as the rise in the cost of living.

These circumstances demand that the use of ASC resources is subjected to increased scrutiny, through greater assurance of the quality of the assessment and care planning process.

This business case sets out the approach to be used in Thurrock to ensure improvements in practice is the main focus of the work we undertake to ensure the effective use of resources.

## 1. Engagement, consultation and supporting information

- 1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

### Steps you have taken, or plan to take, to engage or consult

This business case covers improvements to an internal process and, as such, does not require the usual need to consult. However, the council's financial challenges are well documented and a matter of public knowledge. The council will need to ensure full engagement takes place regarding the overall impact of the need to reduce spend. Implementation of business cases of this sort will be one of the actions the council takes in addressing this requirement.

- 1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

### Sources of data or intelligence, and how they have been used

Analysis of the spend data in ASC through the use of PowerBi. Analysis of care planning quality and outcomes. Intelligence around demand growth and rise in complexity both nationally and through local analysis of trend over time.

## 2. Community and workforce impact

2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<b>Local communities in general</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Improvements to the outcomes experienced by those who use our services.</p> <p>Improved use of ASC resources ensuring availability of resources to meet overall need.</p> <p>Some initial negative impacts on some service users and their support networks caused by initial uncertainty around new care plans.</p>	<p>Through the review process with a focus upon improved practice</p> <p>As above</p> <p>Good communication with those impacted via conversations with social workers, support planners and management where required.</p>
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See above	See above
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See above	See above
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See above	See above

<b>Communities and groups</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Summary of positive and negative impacts</b>	<b>How will positives be maximised, and negatives minimised or eliminated?</b>
<b>Marriage and civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There should be no impact upon service users in terms of their partnerships	N/A
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No impact identified	N/A
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved care planning will ensure care will be sensitive to any specific issues of providing care to specific cultural, religious or ethnic groups	See above
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See above	See above
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved care planning should ensure an individual's sexual needs are recognised and, where appropriate, supported by the care provided.	See above
<b>Sexual orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved care planning should ensure an individual's sexual orientation is recognised and respected.	See above
<b>Location-specific impact, if any</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Click or tap here to enter text.	Click or tap here to enter text.
<b>Workforce</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved conversations and reflection on individual cases has proved invaluable as an aid in supporting staff dealing with the complexities of providing support.	See above

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
<b>Health and wellbeing of residents</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved outcomes with a focus on prevention/supporting independence has a significant impact upon the health and well-being of residents	See above
<b>Socio-economic outcomes</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ensuring care provided is appropriate and right sized to improve outcomes will have a positive impact upon those who contribute to their care costs. It will also ensure financial assessments work towards maximising income.	See above
<b>Veterans and serving members of the armed forces</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Where veterans require care and support this will be improved through this process	See above

### 3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
Constant evaluation and quality assurance processes covering our assessment and care management functions	Ongoing	Senior managers and quality assurance officer.
Review any additional feedback from engagement and update this CEIA accordingly	January 2024	Ceri Armstrong
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## 4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

### Summary of implications and customer impact

This initiative will improve and enhance both our assessment and care planning functions whilst ensuring that our limited resources are used efficiently across the full range of people who need ASC support. Whilst some short-term anxiety may arise from increased vigilance and change, this will be managed through improved customer communication and reassurance. The negative impact will, over time, disappear as this process becomes mainstreamed.

## 5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, strategic lead, or assistant director. This should not be the CEIA Lead Officer. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Les Billingham	Assistant Director for Adult Social Care and Community Development	20 October 2023
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