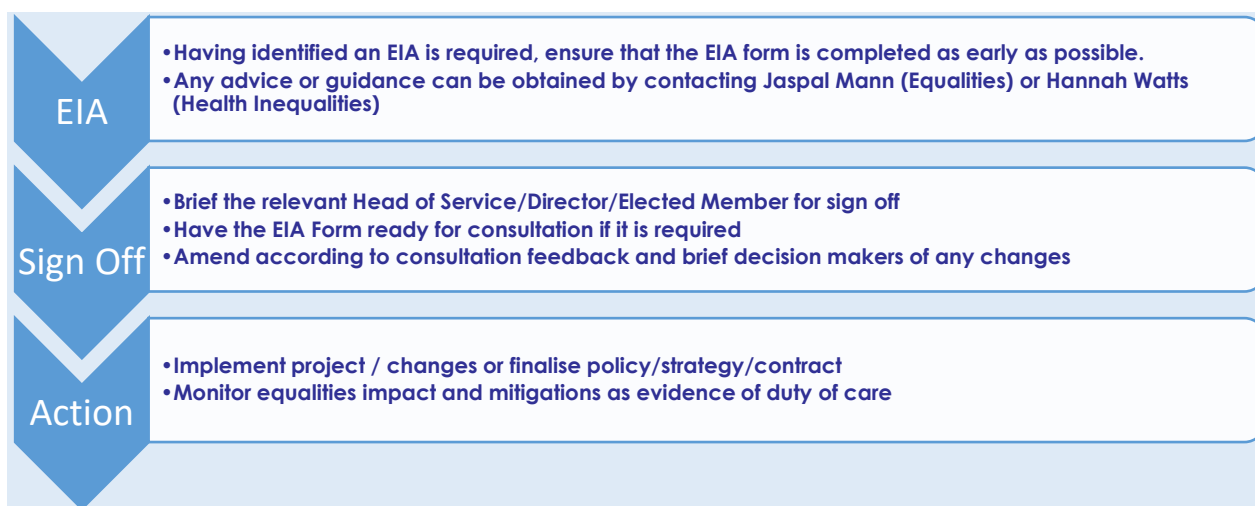


## Equality Impact Assessment (EIA)

<b>Title of EIA</b>		<b>Adult Social Care Workforce Strategy 2023-26</b>
<b>EIA Author</b>	Name	<b>Andrew Errington</b>
	Position	<b>Head of Practice Development &amp; Safeguarding (Adults PSW)</b>
	Date of completion	<b>17/11/2023</b>
<b>Head of Service</b>	Name	<b>Sally Caren</b>
	Position	<b>Head of Adult Social Care and Support</b>
<b>Cabinet Member</b>	Name	<b>Councillor Linda Bigham</b>
	Portfolio	<b>Adult Services</b>



PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

### SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- New policy / strategy
- New service
- Review of policy / strategy
- Review of service
- Commissioning
- Other project (*please give details*)

1.2 In summary, what is the background to this EIA?

This Adult Social Care Workforce Strategy focuses on our Adult Social Care workforce, both internally within the Council and our external social care providers and the challenges we face together. It is also a statement of our workforce priorities and the action we will take to deliver those priorities

1.3 Who are the main stakeholders involved? Who will be affected?

Adult Social Care Staff

1.4 Who will be responsible for implementing the findings of this EIA?

Strategy author

## SECTION 2 – Consideration of Impact

*Refer to guidance note for more detailed advice on completing this section.*

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to <https://www.coventry.gov.uk/factsaboutcoventry>)

Information regarding the profile of staff working for Coventry City Council who will be subject to supervision is identified in this EIA.

Information regarding the wider external workforce is available via Skills for Care which includes demographic data

<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/publications/local-information/My-local-area.aspx>

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

*\*Any impact on the Council workforce should be included under question 2.6 – not below*

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
Age 0-18	P	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. the way that we work and provide services. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins
Age 19-64	P	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Age 65+	P	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our

		One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Disability	<b>P</b>	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Gender reassignment	<b>P</b>	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Marriage and Civil Partnership	<b>P</b>	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Pregnancy and maternity	<b>P</b>	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a

		commitment to equality underpins the way that we work and provide services.
Race (Including: colour, nationality, citizenship ethnic or national origins)	<b>P</b>	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Religion and belief	<b>P</b>	The workforce strategy and associated action plans recognise and take into account that our strength lies in our diversity, and in order to be able to effectively meet the needs of our communities it is vital that we have a workforce that is reflective of the people we serve. Creating a culture that values and promotes diversity and inclusion will ensure we harness different perspectives, experiences and knowledge. Our People Plan and our One Coventry Plan and its values are clear that a commitment to equality underpins the way that we work and provide services.
Sex	<b>P</b>	One of the functions of supervision is support, recognising the sometimes demanding and sometimes distressing nature of working in health and social care. The policy includes standards for delivery, agreements, recognition of individual packages of support and audit
Sexual orientation	<b>P</b>	One of the functions of supervision is support, recognising the sometimes demanding and sometimes distressing nature of working in health and social care. The policy includes standards for delivery, agreements, recognition of individual packages of support and audit

### HEALTH INEQUALITIES

<b>2.3</b>	<p>Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.</p> <p>Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics and experiences, such as age, gender, disability and ethnicity</p>
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<p>A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities</p> <p><b>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</b></p> <p><b>If you need assistance in completing this section please contact: Hannah Watts (<a href="mailto:hannah.watts@coventry.gov.uk">hannah.watts@coventry.gov.uk</a>) in Public Health for more information. More details and worked examples can be found at <a href="https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx">https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</a></b></p>	
Question	Issues to consider
2.3a What HIs exist in relation to your work / plan / strategy	<ul style="list-style-type: none"> <li>● Explore existing data sources on the distribution of health across different population groups (<i>examples of where to find data to be included in support materials</i>)</li> <li>● Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation</li> </ul>
	<p>Response:</p> <p>This is a workforce strategy does not include aspects of service delivery. Although the strategy identifies that ensuring we have the right people in the right place at the right time with the values, skills and experience will support the delivery of effective care and support needed both now and in the future</p>
2.3b How might your work affect HI (positively or negatively).  How might your work address the needs of different groups that share protected characteristics	<p><b>Consider and answer below:</b></p> <ul style="list-style-type: none"> <li>● Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income</li> <li>● Consider what the unintended consequences of your work might be</li> </ul> <p>This is a workforce strategy does not include aspects of service delivery. Although the strategy identifies that ensuring we have the right people in the right place at the right time with the values, skills and experience will support the delivery of effective care and support needed both now and in the future</p>

Response:

- a. Potential outcomes including impact based on socio-economic status or geographical deprivation

This is a workforce strategy does not include aspects of service delivery. Although the strategy identifies that ensuring we have the right people in the right place at the right time with the values, skills and experience will support the delivery of effective care and support needed both now and in the future

- b. Potential outcomes impact on specific socially excluded or vulnerable groups eg. people experiencing homelessness, prison leavers, young people leaving care, members of the armed forces community.

This is a workforce strategy does not include aspects of service delivery. Although the strategy identifies that ensuring we have the right people in the right place at the right time with the values, skills and experience will support the delivery of effective care and support needed both now and in the future

2.4 Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

None identified, this is a workforce strategy does not include aspects of service delivery. Although the strategy identifies that ensuring we have the right people in the right place at the right time with the values, skills and experience will support the delivery of effective care and support needed both now and in the future

2.5 How will you monitor and evaluate the effect of this work?

The Strategy will be supported by internal and external annual work plans to support the delivery of the Strategy objectives.

2.6 Will there be any potential impacts on Council staff from protected groups?

No negative impacts identified

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: [lucille.buckley@coventry.gov.uk](mailto:lucille.buckley@coventry.gov.uk)

**CCC Adult Social Care Headcount:**

**Sex:**

**Age:**

Female	739
Male	180

**Disability:**

Disabled	68
Not Disabled	777
Prefer not to state	14
Unknown	60

**Ethnicity:**

White	636
Black, Asian, Minority Ethnic	251
Prefer not to state	7
Unknown	45

**Sexual Orientation:**

Heterosexual	640
LGBT+	31
Prefer not to state	56
Unknown	192

16-24	15
25-34	128
35-44	183
45-54	260
55-64	277
65+	56

**Religion:**

Any other	33
Buddhist	3
Christian	360
Hindu	16
Jewish	1
Muslim	20
No religion	232
Sikh	27
Prefer not to state	55
Unknown	172

3.0 Completion Statement

**As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:**

No impact has been identified for one or more protected groups

Positive impact has been identified for one or more protected groups

Negative impact has been identified for one or more protected groups

Both positive and negative impact has been identified for one or more protected groups

4.0 Approval

<b>Signed: Head of Service:</b> <b>Andrew Errington</b>	<b>Date:</b> <b>17/11/23</b>
<b>Name of Director:</b> <b>Pete Fahy</b>	<b>Date sent to Director:</b>
<b>Name of Lead Elected Member:</b> <b>Mal Mutton</b>	<b>Date sent to Councillor:</b>



Email completed EIA to [equality@coventry.gov.uk](mailto:equality@coventry.gov.uk)