

Title of EIA – Policy Proposal		Service change, improvement and staffing efficiency
EIA Author	Name	Pete Fahy
	Position	Director of Adult Services and Housing
	Date of completion	20 November 2024 Updated -3/02/25
Director	Name	Pete Fahy
	Position	Director of Adult Services and Housing
Cabinet Member	Name	Linda Bigham
	Portfolio	Adult Social Care

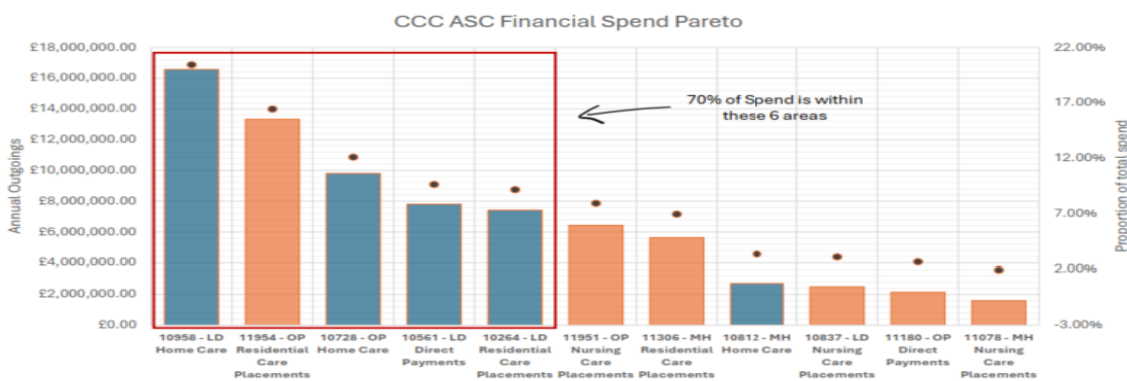
PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 In summary, what is the background to this proposal?

A similar methodology to change as deployed to deliver savings through the Improving Lives programme will be applied to other areas of high spend that could realise savings including Learning Disability Services home support and residential care. This includes trialling new ways of working with staff groups to ensure deployment to areas of highest impact.

This will be targeted at areas of highest spend as shown in the graph below:



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:

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- 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

Not available – will be developed as specific workstreams under this proposal are developed

Workstreams to include, but not exclusive to:

- Learning disability home support
- Extending the use of technology
- Internal Services efficiencies
- Maximising benefits through Improving Lives programme

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

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	NI	N/A (as work will relate to Adults aged over 18)
Age 19-64	PN	PN – experience of care and support may change but mitigated through involving people with care and support needs and unpaid carers in changes that affect them
Age 65+	PN	PN - experience of care and support may change but mitigated through involving people with care and support needs and unpaid carers in changes that affect them
Disability	PN	PN - experience of care and support may change but mitigated through involving people with care and support needs and unpaid carers in changes that affect them
Gender reassignment	UI	UI

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Pregnancy and maternity	UI	UI
Race (Including: colour, nationality, citizenship ethnic or national origins)	UI	UI
Religion and belief	UI	UI
Sex	UI	UI
Sexual orientation	UI	UI
Care-Experienced	UI	UI

**2.3 Will there be any potential impacts in relation to health and/or digital inequalities?
Please think about issues such as socio-economic groups, areas of deprivation etc**

The work progressing under this area include increased use of technology and in particular using technology instead of other forms of care and support where possible. This has positive and negative benefits as it can both support people to remain at home and reduce the volume of ‘hands on’ care required but can also reduce the level of human contact for people who may live alone.

3.0 Will there be any potential impacts on Council staff from protected groups? If yes complete the table below:

Protected Characteristic	Number of Employees impacted	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 16 -18			Not yet identified
Age 19-64			Not yet identified
Age 65+			Not yet identified
Disability			Not yet identified
Gender reassignment			Not yet identified
Pregnancy and maternity			Not yet identified
Race (Including: colour, nationality, citizenship ethnic or national origins)			Not yet identified
Religion and belief			Not yet identified

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Sex			Not yet identified
Sexual orientation			Not yet identified

4.0 How could you monitor and evaluate the effect of this proposal?

As proposals are delivered under each of the areas identified in 2.1, then during implementation, and post implementation. Equality impact assessments will be conducted as required.

5.0 Action Planning

Issue Identified	Planned Actions	Timeframe
Noting at this point		

6.0 Completion Statement

The potential equality impact of this proposal 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 X
- The potential impact of this proposal on protected groups is not yet known

7.0 Approval

Name of Director: Pete Fahy	Date: 20 November 2024 Post-consultation approval: 06/02/25
Name of Lead Elected Member: Linda Bigham	Date sent to Councillor: 02/12/24 Post-consultation approval: 06/02/25