

Details

Title	Adult Social Care five year plan
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Head of Service	Kirstin Clarke (Assistant Director for Adult Social Care)
Cabinet Member	Linda Bigham (Adult Services)
Director	Pete Fahy (Care, Health and Housing)

Context and background

EIA carried out on	New policy or strategy
Background	This EIA is in relation to the Adult Social Care 5 year plan. A plan that sets out the areas of focus for Adult Social Care over the next five years.
Stakeholders	Adult Social Care management team and associated staff External organisations - third and voluntary sector, NHS and providers of adult social care services People with care and support needs and unpaid carers
Responsibility	Adult Social Care Management Team overseen by the Director and Assistant Director

Consideration of impact

Baseline data and information	Within the 5 year plan are a series of data points drawn from facts about coventry, JSNA and service related information.
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Marmot Principles

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| 3. | Ensure a healthy standard of living for all |
| 5. | Create and develop healthy and sustainable places and communities |
| 6. | Strengthen the role and impact of ill health provision |
| 7. | Tackle racism, discrimination and their outcomes |

Protected groups

Age 0-18	No impact - Not as a general group within the population but impact in respect of young carers and as support to carers is an area of focus we expect to see a positive impact in this area
Age 19-64	Positive impact - Not as a general group within the population but specific impacts for people with care and support needs and unpaid carers
Age 65+	Positive impact - Not as a general group within the population but specific impacts for people with care and support needs and unpaid carers
Disability	Positive impact - A significant proportion of people who require support from adult social care have a disability. Either physical, learning, mental ill health, or sensory. Through progressing the plan we aim to have an overall positive impact of the experience of adult social care across these groups.
Gender reassignment	No impact - no specific impact but where people with gender reassignment require support from Adult Social Care the plan should have a positive impact.
Pregnancy and maternity	No impact - no specific impact
Race	Positive impact - Through our areas of focus we aim to have a positive impact on our ability to appropriate residents from diverse backgrounds
Religion and belief	No impact - No specific impacts identified
Sex	No impact - no specific impacts identified

Sexual orientation No impact - no specific impacts identified

Adopted groups

Care experienced

No impact - There are no specific impacts identified - however, should a care experienced person require support either as a person with care and support needs (through transitions to adult services) or an as unpaid carer then over the duration of the plan we would expect the experience to improve.

Armed forces

No impact - There are no specific impacts identified - however, should an armed forces veteran require support either as a person with care and support needs or an as unpaid carer then over the duration of the plan we would expect the experience to improve.

Socio economic groups

Positive impact - Due to self funder provision it is the case that local authority funded adult social care and support skews towards people from lower socio-economic groups. Therefore, these groups will see the greatest impacts. However, we do have a responsibility to assess when asked and to support self funders in arranging care and support, and where a safeguarding issue has been identified. In addition, any improvement made to the quality of care and support benefit both self funders as well as local authority funded.

Next steps

Inequality	Action	Owner	Timescale
Race	Specifically assess and monitor the impacts associated with race as the plan progresses	Andrew Errington	Annual
Disability	Specifically assess and monitor the impacts associated with the range of disabilities that may require support from social care as the plan progresses	Tracey Denny	Annual

Monitor and evaluation

Within the five year plan is a section on measuring impact with covers a range of monitoring and evaluation including:
Benchmarking, measuring progress against milestones, dashboard, capturing lived experience, commissioning intelligence, audits and staff feedback

Impact on Council staff**Will there be an impact?**

Yes

Nature of impact and any mitigation required

The impact will be on people working in adult social care who may be required to take on new working practices and models of care and support to ensure we are providing good outcomes for people with care and support needs and unpaid carers. Where change is required our staff will be engaged and supported to make the required changes.

Impact on Council staff - Sex**Female** 767**Male** 157**Impact on Council staff - Disability****Disabled** 72**Not disabled** 812**Prefer not to state** 18**Unknown** 52**Impact on Council staff - Ethnicity**

White	601
Black, Asian, minority ethnic	299
Prefer not to state	15
Unknown	39

Impact on Council staff - Sexual orientation

Heterosexual	655
LGBT+	82
Prefer not to state	0
Unknown	217

Impact on Council staff - Age

16-24	27
25-34	133
35-44	216
45-54	245
55-64	274
65+	58

Impact on Council staff - Religion

Any other	30
Buddhist	0

Christian	429
Hindu	16
Jewish	0
Muslim	20
No religion	223
Sikh	28
Prefer not to state	54
Unknown	139

Completion statement

Potential equality impact	Positive impact has been identified for one or more protected groups
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