

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Internal and external day opportunities		
Directorate	Adult Social care Directorate		
Service	Adult Social care Directorate /Children Directorate		
Responsible Officer	Jeanette Knapper /Tracy Simcox		
Proposal planning start	April 2021	Proposal start date (due or actual date)	October 2021

1	What is the purpose of the proposal?	Yes / No	revision
	Policy		
	Procedure		
	Guidance		
	Is this a service to customers/staff/public?	Yes	
	If yes, is it contracted or commissioned?	All types incl of direct Payments	
	Other - give details		
2	What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change? As part of the long term work that has been delivered in terms of developing an all age approach and also the work that is ongoing to continually work towards a strength based approach that asks people what their aspirations are, there is a need for us to consult and establish what it is people really would like, whilst recognising the fact that the marketplace across Walsall will also have some very good ideas as to how they can help to reshape things and deliver different things based on citizens needs and their realistic aspirations for this to become a possible reality moving forward . The learning from COVID will also give everyone involved opportunity to discuss what has changed for them in their thinking and what they may wish to see more, or less of in the future in order to help to maintain a good quality of life in Walsall and meaningful ways of engaging in community life. Day opportunities are delivered in a variety of locations and ways across Walsall and to support a variety of needs and age. Some of that activity is delivered internally via the Council and it takes place currently within the Goscote Day opportunities building .Existing users will also be consulted alongside wider Stakeholders externally -about what they may wish to see in the future. Internal		

	<p>stakeholders have continued to be part of coffee mornings as we have began to develop an all age hub from Goscote Since late summer 2019. This work is continuing whilst also retaining some functional day opportunity within the building that is traditional type day care.</p> <p>Formal consultation is already planned as aprt of that ongoing reshaping of the All age model and this will impact on the Internal Provider team structure. A separate EQIA will be provided for this</p>		
3	Who is the proposal likely to affect?		
	People in Walsall	Yes / No	Detail
	All	N	<ul style="list-style-type: none"> Any person who is directly or indirectly affected by living with a range of disabilities, autism Mental health or age related needs and currently uses a service or support across Walsall for this purpose Any carers/parents of people who receives support as a result of their Disability; Mental Health; Autism or age related needs(including young people preparing for adulthood) Anyone working in the care sector that provides different types of day opportunities and activities across a working day, inclusive of health;independant sector and third sector providers. Any internal staff and wider stakeholders currently engaged in employment that delivers day care or other types of day opportunities/activities to vulnerable people across Walsall Staff across the council Directorates and also the staff delivering support and services across the Health Partnerships CCG :Third sector and all Provider markets
	Specific group/s	Y	
	Council employees	Y	
	Other (identify)		
4	Please provide service data relating to this proposal on your customer's protected characteristics.		
	<ul style="list-style-type: none"> SEND Ofsted inspection in 2018 worked with Walsall council and its partners to identify needs around childrens agendas. As part of that there is an ask to improve information and clear local offer of what is available for young people As Part of the Children and families Act and Care Act, 2014, there is a need for councils to be compliant in relation to what services and community support is available across Walsall for local residents. It is difficult to confirm how many people will be able to take part in the consultation as some local people receive Direct payments as well as day care via private arrangements across Walsall. The consultation with a wider range of stakeholders will also mean that there is opportunity for the voice of direct end users of services and support across Walsall to have their say about what is important to them. Wherever possible, local 		

	<p>conversations and consultation can help to reshape the future as well as ensure people's outcomes are met and this can be achieved in lots of ways inclusive of building based and none building based solutions</p> <ul style="list-style-type: none">• Consultation also gives professionals the opportunity of creating a far more seamless approach which in turn creates an open dialogue with people of all age with regards to choice, responsibilities and more control over their lives.
5	Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).

Several organisations and teams have already been engaged over many months with regards to the All age approach.

Alongside this, there has been regular engagement during COVID, with the external marketplace in an attempt to consider how to deliver services and support during the 18 months of local crisis.

The lessons learned as part of that and the wish to aspire for a mixed menu of options moving forward, has helped the Directorate to decide it is a good time to proceed to consult on the many different opportunities that could be considered for the future .

- Commissioners have worked with the independent sector providers throughout COVID. Weekly (since March 2020)
- There has been regular engagement as part of safe working practice and proactive safeguarding of local residents during COVID and again, a lot of lessons learned from that which will hopefully aid consultation moving forward.
- Internal engagement has continued pre and post COVID with regards to the day opportunities (commenced 2019 and onwards)

Engagement with partners internally and externally will move to formal consultation across wide stakeholder groups should Approval be given to do so as part of June Cabinet

Internally, the formal consultation as part of the ongoing work to reshape the existing workforce to embed the all age model of delivery will continue alongside the wider consultation around day opportunities This will be done across a workforce of around 50 staff members. All those staff have been part of regular briefings and TEAM meetings in order to continually move forward with the All age model that commenced late 2019.

Consultation Activity			
Type of engagement/consultation	Internal workforce engagement and awareness raising	Date	2019 onwards
Who attended/participated?	All internal staff across Assessment and care management teams for children with Disabilities and adult complex care teams.		
Protected characteristics of participants	All staff are treated fairly and as part of further change and considerations for internal staff, this again forms part of a process which is transparent open and engaging		
Feedback			
<ul style="list-style-type: none"> Positive feedback from front line staff and the reshaping of internal resource continues as it has done since 2019.(As this is ongoing work that is at the stage of formal consultation to operationally organise the workforce to deliver all activities within the hub, of which part of this is Day care opportunities) Engagement has continued throughout COVID and the feedback post covid and the actions of internal staff are very positive and their day to day activities continue to be varied and more linked to a strength based model of support 			
6	Concise overview of all evidence, engagement and consultation		
<p>Full Cabinet report and associated documentation that is linked directly to this EQIA. Consultation does not commence with the external stakeholder groups until Approval has been given by cabinet to proceed. Internal staff employed to deliver the All Age approach will commence consultation to ensure we can continue to organise ourselves to meet need moving forward as well as to ensure we are able to deliver outcomes for the all age approach and the Directorate STP/direction of travel The consultation across wider stakeholder groups is needed for a number of reasons, not least because one model does not fit all. The consultation process will give people opportunity to have a voice. From the local, as well as Regional work, we can also consider the lessons learned from work undertaken recently by ADASS (Association of Director of Adult Social Care) as part of the Post COVID review.</p> <p>It will still mean that people s protected characteristics will be protected in all we do, however it may well be that there are several other ways in which people can choose to receive their support and inclusion across community based activities moving forward</p>			
7	How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.		
	Characteristic	Affect	Reason
	Action needed Yes / No		
	Age	As the consultation process commences and gathers momentum, there will be a point in time where the monitoring and evaluation from this period of consultation will determine the specific protected characteristics affected more or less as aprt of the considerations for the .future	
	Disability		
	Gender reassignment		
	Marriage and civil partnership		

	Pregnancy and maternity	It will also be important to seek the data that is available with regards to the current population across Walsall that are known to us and will play a part or at least be offered the opportunity to play a part in the consultation
	Race	
	Religion or belief	
	Sex	
	Sexual orientation	
	Other (give detail)	
	Further information	
8	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.	(Delete one) Yes / No
	This will/should in turn, improve outcomes for local citizens of all ages and dependencies when looking for support to engage in a range of meaningful activities across Walsall The All age model and the work ongoing around double handled care :technology; strength based Practice and the SEND improvement plan all contribute to the outcomes and enablers that are being developed in order to promote improved outcomes for People	
9	Which justifiable action does the evidence, engagement and consultation feedback suggest you take?	
	A	Positive change
	B	Adjustments needed to remove barriers or to better promote equality
	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
10.5.20	Consider and	Jeanette Knapper		

	accept the EQIA support Cabinet report for reimagining Community inclusive activities			
16 th June	Cabinet report is presented	Kerrie Allward	16 th June	
Beg of July	Potential to Commence Consultation with wider stakeholders	Jeanette Knapper		
End of August	Completion and evaluation of consultation	Commissioners and ASC		

Update to EqIA	
Date	Detail
Use this section for updates following the commencement of your proposal.	

Contact us

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Inside Walsall: [http://int.walsall.gov.uk/Service information/Equality and diversity](http://int.walsall.gov.uk/Service_information/Equality_and_diversity)