

**Policy/Service Title: Council & Primary Care Trust Integration
Equality Impact Assessment Report
Date: 7th April 2009**

Co-ordinator of Policy or Service:

Persons carrying out Equality Impact Assessment:-

***Jane Ashman, Strategic Director of Adult Social Services & Housing
Ashley Ayre, Director of Children's Services***

1. Introduction

1.1 The key aims of integration are to:-

- Improve the health and wellbeing of the Bath & North East Somerset population.
- To provide a seamless service to the community and to release efficiency savings and as such is a strategic high level policy affecting a whole range of direct and indirect services relating to as services provided under the previous banners of "Children's Services", "Adult Social Care & Housing" and "Health Services" (both commissioned and delivered by the Primary Care Trust.

1.2 It is believed that any impact on Equalities will be indirect and that more crucial will be the series of Equalities Impacts Assessments taking place by all the aspects of service delivery affected by this over-arching policy.

2. What data was analysed as part of this Equality Impact Assessment and what did it tell us?

2.1 A whole range of people have been consulted in working towards proposed integration. These have included a series of open meetings with staff and Trade Unions, the key stakeholders to the Health & Wellbeing Partnership, including the general public, voluntary and community sector groups, the independent sector and Councillors, as

well as joint “Planning Fairs” and “Neighbourhood Conversations” for Adult Services and the Children & Young People Strategic Partnership and Children’s Trust for the more limited Children’s integration.

- 2.2 As part of service planning and commissioning, data is being regularly monitored and assessed, including the production of a joint Strategic Needs Assessment for the population, which has been published on the website.

3. Assessment of impact on equality groups

- 3.1 Because of the high level strategic nature of this policy, it should not in itself directly impact on each of the Equalities strands. However, the aspiration is to ensure enhanced public involvement and mutual learning between the Primary Care Trust and the Council to draw upon best practice of each organisation in respect of Equality and Diversity issues. For example, the Council’s “Worker Challenge” groups are being opened up to Primary Care Trust staff. Additionally, the new integrated organisation will be part of the Council’s Corporate Equalities Group implementing the Equalities Action Plan.
- 3.2 The recently newly commissioned “link” organisation, which acts as a conduit between social care and health and the general public in order to gather views, conduct consultations etc, was commissioned specifically with a remit to engage harder-to-reach groups, including people defined within the six equality strands for monitoring arrangements.

4. Monitoring Arrangements

- 4.1 The high level impact of this integration, needs over time, to monitor whether the diversity of the joint workforce improves and whether the diversity of people accessing services also improves. This will be done by the senior management teams of the integrated organisation advised by the Equalities Steering Group and drawn from information provided by HR and both the Social Care systems monitoring system and patient systems as stated above. Direct impacts of the service changes brought about by the policy to integrate services between the Primary Care Trust and the Council will be assessed and monitored at individual service level.

5. Conclusions and Action Plan

- 5.1 There is no direct Action Plan as a result of this Equalities Impact Assessment. However, an organisational Action Plan that compliments the Council’s Corporate Equalities Action Plan will be established for the integrated Adult Service. It will include the requirement to improve in particular, the monitoring and take-up of services by different groups of people, which is directly relevant to this impact assessment. A

contemporary service Action Plan already exists for Children's Services.

Signed off by:

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Date: 14th April 2009

Janet Rowse
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Date: 27 July 2009