

## Part A

### Initial Impact Assessment

**Proposal name**

AHSC Market Shaping

### Brief aim(s) of the proposal and the outcome(s) you want to achieve

Sheffield’s Market Shaping Statement sets out strategic context and key messages for the market in Sheffield to ensure a sustainable market providing a diverse, high quality choice of providers to meet the needs and outcomes of adults in need of care and support in the City.

Includes is a draft market sustainability plan with actions and timescales to strengthen Sheffield Council’s position in market sustainability, including compliance with the Government’s Fair Cost of Care exercise.

A final Market Sustainability Plan will be submitted to DHSC which will set out how Sheffield council will use Fair Cost of Care funding (£6m) to move towards paying a Fair Cost of Care to providers of residential care for older people, and domiciliary care for all adults needing to draw on social care.

Key to the market is the workforce who deliver social care services. We know the workforce is overwhelmingly female, but we need to know more about its diversity and to capture demographics to ensure that it is broadly representative of the people who draw on social care

### Proposal type

Budget

### If Budget, is it Entered on Q Tier?

Yes

If yes what is the Q Tier reference

118

### Year of proposal (s)

<input type="checkbox"/> 21/22	<input type="checkbox"/> 23/23	<input checked="" type="checkbox"/> 23/24	<input type="checkbox"/> 24/25	<input type="checkbox"/> other
--------------------------------	--------------------------------	---	--------------------------------	--------------------------------

### Decision Type

Coop Exec

**Committee (AHSC Policy Committee)**

Leader

Individual Coop Exec Member

Executive Director/Director

Officer Decisions (Non-Key)

Council (e.g. Budget and Housing Revenue Account)

Regulatory Committees (e.g. Licensing Committee)

**Lead Committee Member**

Page 97  
Councillor Angela Argenzio,  
Councillor George Lindars-

### Lead Director for Proposal

Alexis Chappell

### Person filling in this EIA form

Catherine Buntun

**EIA start date** 08/09/2022

#### Equality Lead Officer

- |   |   |
|---|---|
| <input type="checkbox"/> Adele Robinson | <input type="checkbox"/> <b>Ed Sexton</b> |
| <input type="checkbox"/> Bashir Khan    | <input type="checkbox"/> Louise Nunn      |
| <input type="checkbox"/> Beverley Law   | <input type="checkbox"/> Richard Bartlett |

#### Lead Equality Objective ([see for detail](#))

- |  |  |  |   |
|--|--|--|---|
| <input type="checkbox"/> Understanding Communities | <input type="checkbox"/> Workforce Diversity | <input type="checkbox"/> Leading the city in celebrating & promoting inclusion | <input type="checkbox"/> Break the cycle and improve life chances |
|--|--|--|---|

## Portfolio, Service and Team

#### Is this Cross-Portfolio

- Yes  No

#### Portfolio

People

Is the EIA joint with another organisation (eg NHS)?

- Yes  No Please specify

## Consultation

#### Is consultation required (Read the guidance in relation to this area)

- Yes  No

**If consultation is not required, please state why**

Consultation will be required as more detailed commissioning strategies and Market Position Statements are developed, and an EIA will be completed for each of these. Consultation will also be required in development of the Market Shaping Statement submitted to DHSC as part of the Fair Cost of Care exercise. This will set out how Sheffield intends to use the Fair Cost of Care funding and how our rates for care ensure market sustainability.

There will continue to be consultation with people purchasing care and support services, either independently, through the local authority, or for whom the local authority purchases and provides services.

There will continue to be consultation with providers on Social Care Reform and Sheffield's Market Sustainability Plan, as well as in the development of our Market Position Statements.

This proposal is a high level document, based on the ASC Strategy; 'Living the life you want to live', which was heavily informed by a wide engagement and consultation programme.

**Are Staff who may be affected by these proposals aware of them**

Yes  No

**Are Customers who may be affected by these proposals aware of them**

Yes  No

**If you have said no to either please say why**

As the Market Shaping process develops, staff and customers will be engaged and informed as required/relevant

## Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

## Identify Impacts

**Identify which characteristic the proposal has an impact on tick all that apply**

<input type="checkbox"/> Health	<input type="checkbox"/> Transgender
<input type="checkbox"/> Age	<input type="checkbox"/> Carers
<input type="checkbox"/> Disability	<input type="checkbox"/> Voluntary/Community & Faith Sectors
<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Partners
<input type="checkbox"/> Race	<input type="checkbox"/> Cohesion
<input type="checkbox"/> Religion/Belief	<input type="checkbox"/> Poverty & Financial Inclusion
<input type="checkbox"/> Sex	<input type="checkbox"/> Armed Forces
<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Other

## Cumulative Impact

**Does the Proposal have a cumulative impact**

- Yes                       No

<input type="checkbox"/> Year on Year	<input type="checkbox"/> Across a Community of Identity/Interest
<input type="checkbox"/> Geographical Area	<input type="checkbox"/> Other

*If yes, details of impact*

We expect Social Care Reform, and Sheffield's approach to market sustainability and moving towards a fair cost of care to have an ongoing impact on people in the City – specifically in changes to the way people might purchase care, and also in the changes we anticipate in the way services are delivered in the city.

**Proposal has geographical impact across Sheffield**

- Yes                       **No**

*If Yes, details of geographical impact across Sheffield*

**Local Area Committee Area(s) impacted**

- All**                       Specific

*If Specific, name of Local Committee Area(s) impacted*

## Initial Impact Overview

**Based on the information about the proposal what will the overall equality impact?**

Broadly, these proposals should have a positive impact – with thresholds meaning people will pay less overall for their personal care, and our ambition to improve the quality of provision, continuing to move towards person-centred, outcomes-based service delivery.

In doing this, equalities objectives should also be achieved – improving the choice of care available and improving outcomes for people who currently face disadvantage due to inequalities and/or discrimination.

However, it is possible that the financial context negatively impacts on the pace of change, or the market’s ability to deliver the required quality or volume of care – in which case there will be a negative impact, and this could fall more heavily on people with one or more of the protected characteristics. It is for this reason that further analysis – including EIAs - will be completed for each document / output as our engagement in our market sustainability planning continues.

**Is a Full impact Assessment required at this stage?**  Yes  No

**If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.**

## Initial Impact Sign Off

**EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?**

Yes  No

Date agreed 12/09/2022

Name of EIA lead officer Ed Sexton

## Part B

### Full Impact Assessment

#### Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes       No      *if Yes, complete section below*

**Staff**

Yes       **No**

**Customers**

**Yes**       No

#### Details of impact

A better fit in terms of the range and quality of available services is likely to result in a better experience for customers (e.g., reduced isolation, better preventative approach). As integration with health services continues where relevant, a more holistic approach should benefit customers.

#### Comprehensive Health Impact Assessment being completed

Yes       **No**

*Please attach health impact assessment as a supporting document below.*

#### Public Health Leads has signed off the health impact(s) of this EIA

Yes     No

**Name of Health  
Lead Officer**

#### Age

**Impact on Staff**

Yes     **No**

**Impact on Customers**

**Yes**     No

#### Details of impact

Older people represent the vast majority of people who draw on AHSC and in the medium term, they should see a better fit in terms of the range and quality of services available.

Implications for the workforce, which includes a proportion of older workers, will be kept under review and reflected in further EIA work as appropriate.

## Disability

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

Many disabled people have a need to draw on AHSC services and in the medium term, they should see a better fit in terms of the range and quality of services available.

## Pregnancy/Maternity

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

No impact

## Race

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

People from minority ethnic communities are underrepresented in the cohort of people drawing on formal social care services. Market shaping should address this and create a better range and quality of serviced for people to draw on including the engagement of staff from those communities. There may therefore be a positive impact in the medium term for both potential staff and customers.

## Religion/Belief

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

No impact

## Sex

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

The proposals will have a disproportionate impact on women, who form the majority of AHSC customers overall. Similarly, the significant majority of AHSC staff are female. Impacts, opportunities and mitigations will need to be identified in individual EIAs that cover specific elements of this proposal.

## Sexual Orientation

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

No direct or disproportionate impact is identified at this stage. Impacts, opportunities and mitigations will need to be identified in individual EIAs that cover specific elements of this proposal.

## Gender Reassignment (Transgender)

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

No direct or disproportionate impact is identified at this stage. Impacts, opportunities and mitigations will need to be identified in individual EIAs that cover specific elements of this proposal.

## Carers

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

Embedded in the commitments around which the market shaping approach is based, is that we will recognise and value unpaid carers and the social care workforce, and the contribution they make to our city.

Market shaping must consider the importance of enabling unpaid carers who wish to do so, to participate in work, education or training.

The overall process should allow us to better understand demographics, drivers and trends, the aspirations, priorities, and preferences of unpaid carers.

## Voluntary, Community & Faith sectors

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

The market shaping process will value the contribution of the VCF sector who are well placed to deliver innovative, community focussed services, perhaps most significantly at the preventative end of the range of services.

## Partners

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

Integration with local partners, especially Health partners and the Voluntary and Community Sector is an important feature of market shaping. There should be a medium term positive impact in terms of working relationships which should improve prospects of a better coordinated and seamless service for people who need to draw on AHSC.

## Cohesion

### Staff

Yes       No

### Customers

Yes       No

### Details of impact

No direct impact likely

## Poverty & Financial Inclusion

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Please explain the impact

Broadly, these proposals should have a positive impact – with new thresholds meaning people will pay less overall for their personal care.

## Armed Forces

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

No direct impact likely

## Other

*Please specify*

### Impact on Staff

Yes       No

### Impact on Customers

Yes       No

### Details of impact

## Action Plan and Supporting Evidence

**What actions will you take, please include an Action Plan including timescales**

Monitor the impact of the market shaping process on the diversity of the workforce and those who draw on services.

**Supporting Evidence** (Please detail all your evidence used to support the EIA)

## Detail any changes made as a result of the EIA

**Following mitigation is there still significant risk of impact on a protected characteristic.**  Yes  No

**If yes, the EIA will need corporate escalation? Please explain below**

## Sign Off

**EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?**

Yes  No

Date agreed

Name of EIA lead officer

**Review Date**

This page is intentionally left blank