

PART A - Initial Impact Assessment

Proposal Name:	ACW Equality, Diversity and Social Justice Workforce Delivery Plan
EIA ID:	2434
EIA Author:	Robert Niblock

Proposal Outline:	<p>Our Adult Social Care Vision and Strategy ' Living the Life You Want to Live' made a commitment towards sustaining an engaged, supported and well trained adult care workforce; meeting the needs of those with protected characteristics and engaging with diverse communities. The Care Quality Commission's assessment framework for local authorities outlines their expectations that 'we actively seek out and listen to information about people who are most likely to experience inequality in experience or outcomes.' Similarly, the CQC expects good workforce governance, providing an effective, stable workforce which can support the needs of our diverse communities. The strength of social care is in celebrating, valuing, and recognising what makes people unique and supporting them to overcome challenges. To do this, it is vital that the adult social care workforce reflects the society we live in, and that people feel included and treated equally. In order to deliver against our strategy outcomes, as well as align with corporate EDI priorities in light of the Race Equality Commission report, we have drafted a Equality, Diversity and Social Justice Workforce Delivery Plan, outlining planned interventions, leads and timescales. These actions will be built into our Business Management Improvement Plans and progress tracked through our cycle of assurance.</p>
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Proposal Type:	Budget
Entered on QTier:	No
QTier Ref:	#

Year Of Proposal:

Lead Director for proposal: Dawn Bassinder

Service Area: Chief Social Work Officer, Adult Care & Wellbeing

EIA Start Date: 11/1/2023

Lead Equality Objective: Workforce Diversity

Equality Lead Officer: Richard Bartlett

Decision Type

Committees: Policy Committees

- Adult Health & Social Care

Portfolio

Primary Portfolio: Adult Care & Wellbeing

EIA is cross portfolio: No

EIA is joint with another organisation: No

Overview of Impact

Overview Summery: The proposal is designed to have a beneficial impact on all those with protected characteristics across the Adult Care & Wellbeing directorate workforce. Actions noted within the plan seek to increase knowledge & awareness, improve training and development opportunities and make sure our workforce reflects the

diverse demographics of the population we serve. This is all likely to have a beneficial impact on communication with and outcomes for customers with protected characteristics. The undertaking of the Skills for Care Workforce Race Equality Standard (WRES) will be a positive step to enable the directorate to have a greater understanding of the experiences of BAME staff. Although the directorate does have better representation for BAME staff than most of the other directorates it still lags behind the community in some areas, especially in higher grades and Asian/Asian British representation. It would be useful then to look at the promotion and progression areas of the WRES and monitor this closely to see if we can make improvements in these areas and what Positive Action (Sections 158 & 159 Equality Act 2010) work we can look to undertake as an interventions. Given that there has been significant analysis and an action plan already created to support this work it is not recommended at this stage to undertake a full EIA due to the risk of duplicating the work that has already taken place. The key areas for development and improving EDI practice have already been identified in the action planning work and will be part of the ongoing monitoring outlined in the delivery plan. At this stage the creation of an additional action plan from this equality analysis is unnecessary.

Impacted characteristics:

- Age
- Disability
- Carers
- Gender Reassignment
- Pregnancy/Maternity
- Race
- Religion/Belief
- Sex
- Sexual Orientation

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

The Action plan is itself based on themes drawn from existing staff consultation exercises, including EDI survey and focus groups held in summer 2023. Once initiated, the plan itself will be supported and updated by means ongoing consultation and feedback. See: People Portfolio EDI Survey, May 2022

Impact areas:

Year on Year

Initial Sign-Off

Full impact assessment required:

No

Review Date:

11/1/2024

Action Plan & Supporting Evidence

Outline of action plan:

Implementation of delivery plan once ratified Data analysis to monitor impact Feedback from workforce on improvement activity to ensure actions are beneficial Review and update reports on delivery plan

Action plan evidence:

May 2022 People Portfolio EDI Survey ACW directorate staff focus groups (Summer 2023) Skills for care workforce report 22/23:
<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/documents/Local-authority-area-summary-reports/Yorkshire-and-Humber/2023/Sheffield-Summary.pdf> Labour force Survey 22/23 ONS Census data 2021
<https://www.ons.gov.uk/visualisations/areas/E08000019>

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures:

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No

Outline of impact and risks:

Review Date

Review Date:

11/1/2024

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