

## PART A - Initial Impact Assessment

**Proposal Name:** Workforce change 592

**EIA ID:** 2167

**EIA Author:** Tony Middleton (NCC)

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**Proposal Outline:**

The purpose of this document is to set out the proposal to merge the Children's service Preparation For Adulthood Team (PAT) and the Adults service Transitions team to form one Adult Social Care Transitions service which sits within Adult Future Options. This service will work with young people that:

- are aged between 14 and 25;
- are not already or previously known to adult social care;
- have or are likely to have eligible social care needs under the Care Act 2014 when they turn(ed) 18 due to a diagnosed disability (unless their primary or presenting need is related to their mental health); and
- remain within a period of 'transition' – e.g. current social care or educational support has ended or will end soon and alternative options need identifying to meet any eligible social care needs.

There are currently two social care transitions teams, one within the Childrens service and the other in Adults. These two services ostensibly work with the same cohort at differing points of their transitions journey. This proposal will improve the transitions offer with a streamlined service which will reduce handovers and provide clarity for young people and their families. Young people will ordinarily have a single worker through their entire transitions period.

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**Proposal Type:** Non-Budget

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**Year Of Proposal:** 23/24

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**Lead Director for proposal:** Alexis Chappell

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**Service Area:** Adult care and Wellbeing

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**EIA Start Date:** 14/06/2023

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**Lead Equality Objective:** Workforce Diversity

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**Equality Lead Officer:** Richard Bartlett

## Decision Type

**Committees:** Other (Please Specify)

Officer decision

## Portfolio

**Primary Portfolio:** Adult Care and Wellbeing

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**EIA is cross portfolio:** Yes Childrens services

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**EIA is joint with another organisation:** No

## Overview of Impact

### Overview Summery:

This change will impact on all staff and users of the service equally, other than 1 member of staff who will have a grade reduction but will be on a protected salary for 2 years. There are no planned or expected reductions in team members or service provision, nor any recruitment other than normal turnover of staff where we will take the opportunity to review the makeup of the team and encourage recruitment from any under-represented groups.

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**Impacted characteristics:**

## Consultation and other engagement

## Cumulative Impact

Does the proposal have a cumulative impact: No

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Impact areas:

## Initial Sign-Off

Full impact assessment required: No

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Review Date: 14/06/2023

## Action Plan & Supporting Evidence

Outline of action plan:

Action plan evidence:

Changes made as a result of action plan:

## Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

## Review Date

**Review Date:**

14/06/2023