

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Better Lives Programme
Please outline the proposal.	<p>Develop and deliver a single transformation programme for adult social care in Bristol that brings together previously identified individual savings proposals and create one, system-wide approach to making the required changes.</p> <p>The programme's focus will be:            Ensuring that people can get the right level and type of support, at the right time to help prevent, reduce or delay the need for ongoing support, and to maximise people's independence;            Developing an intelligence-based approach to commissioning decisions so we can maximise capacity in the local market;            Enabling the workforce to be fit for the future;            Working more closely and effectively with partners (e.g. Health)</p> <p>This approach will consolidate previous 2018/19 savings identified for Redfield Lodge (FP21); Day Services (FP06); Re-ablement and Intermediate Care (FP08); Reduce Supporting People Services (RS01).</p>
What savings will this proposal achieve?	The savings target is £6.2million in 2018/19
Name of Lead Officer	Terry Dafter

### **Could your proposal impact citizens with protected characteristics?**

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

The Better Lives programme spans across all areas of adult social care and, therefore, could impact any individual who uses these services or might use them in the future (as well as their family members/carers). The eligibility for individuals accessing adult social care services means that they are likely to display one or more protected characteristics.

Opportunities created through the programme will help more people to access the right help at the right time. This ranges from completing regular reviews to ensure more appropriate care packages are in place; introducing assistive technology to help individuals be independent in their own homes; providing better information, advice and guidance to give individuals more choice and control.

As part of the commissioning work, the programme will develop community services to improve what is currently on offer to local people and build more resilient neighbourhoods they can connect with. There will also be a focus on increasing the amount of high quality care providers across the city, providing better choice and standards for those who use their services.

The programme will also focus on improving partnership working and links with health and community organisations.

Please outline where there may be significant negative impacts, and for whom.

Some of the interventions being developed may impact negatively on certain communities e.g. some older people may not find it easy to access digital information, or there could be cultural or language barriers to some communities in the city to accessing some services. These will need to be considered in each individual project so appropriate mitigations can be put in place.

The package of support may reduce or change for some people. However, individual reviews will assess people's current need and provide an appropriate support plan. The process of changing services could be difficult for some vulnerable adults, at least in the short term. Wherever this happens appropriate support arrangements would need to be in place.

### **Could your proposal impact staff with protected characteristics?**

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

Different staff groups will be affected by different strands of the programme and there will be some staff with protected characteristics among the workforce. The 'Efficient Workforce' workstream should provide positive benefits to staff – the rollout of mobile technology will offer increased flexibility over where staff can complete their work and reduce travel time across the city. Staff will also be involved in defining and producing guidance and training to enhance social work practice across all teams. If team members are displaced, the management of change process will apply, and consultation will take place with affected staff and Trade Unions.

Please outline where there may be negative impacts, and for whom.

There will be changes to working practices introduced as part of the programme, which some staff could find challenging (at least in the short term). For example, some staff may take time to adjust to the introduction of new technology and flexible working. In addition, the specific proposals for Bristol Community Links involve a Managing

Change exercise which could see changes to a small number of roles (please see full EqIA for this work).

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

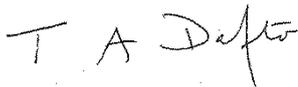
- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No – a full EqIA will be completed for individual projects within the Better Lives programme rather than at an overarching programme level, as this will allow the assessments to be focused on the specific changes being made and mitigations identified.

The programme is committed to maintaining quality services, improving outcomes and allowing people to get the right help at the right time to promote independence. Any individual who is reviewed will have an updated support plan in line with their assessed need.

Service Director sign-off and date:



10 January 2018

Equalities Officer sign-off and date:

Cherene Whitfield, 09 November 2017