

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated April 2019)

Improving Online Options for Care Needs and Financial Assessments

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	HAS, Care and Support
Lead Officer and contact details	Rachel Bowes Rachel.Bowes@northyorks.gov.uk
Names and roles of other people involved in carrying out the EIA	Karen Gullon Assistant Director ASC
How will you pay due regard? For example, working group, individual officer	Individual Officer
When did the due regard process start?	December 2024

Section 1. Please describe briefly what this EIA is about. (for example, are you starting a new service, changing how you do something, stopping doing something?)

During the Covid pandemic, the adult social care assessment teams, hospital discharge hubs, some business support functions and brokerage stepped up to 7 day a week working to support the challenges the service areas were facing.

It is now the appropriate time to step down those teams and move back to focus on 5 day a week working for the resource to be available to support the waiting lists and workflow which is most prevalent during the week days.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (for example, to save money, meet increased demand, do things in a better way.)

It is proposed that we move back to 5 day a week working pattern for our teams to support the increase in demands and make a saving of £85k on the additional payments made to those staff for covering weekends.

Section 3. What will change? What will be different for customers and/or staff?

Across weekends, adult social care will return to being an emergency only service supported through Customer Resolution Centre and Emergency Duty Team. CRC will be able to offer customers advice and guidance and any emergency situation will be triaged and managed appropriately through EDT.

Staff who work in assessment teams, the discharge hubs, business support and brokerage will no longer be required to work weekends. There has been a lot of feedback over the years since 7 day working was introduced that staff did not find it beneficial and it was a challenge with less resources during the week therefore the step back to 5 day working is likely to be welcomed by most.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

No formal consultation has been required however staff have been updated with the proposal for a phased reduction of the rota between January and March. Unison have also been advised of the changes and are supportive.

There will be a communication plan with partners developed in January 2025.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

There will be a cost saving of around £85k per year.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age	x			Emergency duty team service will still be available as required.
Disability	x			Emergency duty team service will still be available as required.
Sex	X			Emergency duty team service will still be available as required.
Race	X			Emergency duty team service will still be available as required.
Gender reassignment	X			Emergency duty team service will still be available as required.
Sexual orientation	X			Emergency duty team service will still be available as required.
Religion or belief	X			Emergency duty team service will still be available as required.
Pregnancy or maternity	X			Emergency duty team service will still be available as required.
Marriage or civil partnership	X			Emergency duty team service will still be available as required.

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?	x			Emergency duty team service will still be available as required.
...have a low income?	X			Emergency duty team service will still be available as required.
...are carers (unpaid family or friend)?	x			Emergency duty team service will still be available as required.

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	Emergency duty team service will still be available as required.
Craven district	
Hambleton district	
Harrogate district	
Richmondshire district	
Ryedale district	

Scarborough district	
Selby district	
If you have ticked one or more districts, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	

<p>Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (for example, older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.</p> <p>N/A</p>
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<p>Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)</p>	<p>Tick option chosen</p>
<p>1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.</p>	<p>X</p>
<p>2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.</p>	
<p>3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)</p>	
<p>4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.</p>	
<p>Explanation of why option has been chosen. (Include any advice given by Legal Services.)</p> <p>This option has been chosen there is no potential impact for identified as services will still be available as required in an emergency situation.</p>	

<p>Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)</p> <p>We will be monitoring call volumes and requests into the emergency duty team as the offer is reduced over the next few months and ensure clear comms to people and partners to manage this.</p>

<p>Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.</p>				
Action	Lead	By when	Progress	Monitoring arrangements

Communication Plan	Rachel Bowes	January 2025	In progress	N/A
Rota phasing	Peter Hopkins	January 2025	In progress	N/A

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The EIA has found that no adverse impact is expected from the removal of weekend working.

Section 14. Sign off section

This full EIA was completed by:

Name: Karen Gullon
Job title: Assistant Director Adult Social Care
Directorate: Health and Adult Services
Signature: K Gullon

Completion date: 24/12/2024

Authorised by relevant Assistant Director (signature):

Date: 27/12/24