

# Initial Assessment of Equality Impacts

This form should be completed for budget proposals where an EQIA has been deemed necessary. A fuller EQIA including analysis of further data and consultation will be required for the final budget decision at Cabinet in February.

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Proposals sharing a common theme (e.g. children in care) should be assessed together within a single form.

The protected characteristics that need to be considered in this assessment are:

- Age
- Sex
- Disability
- Religion/Belief
- Race
- Pregnancy/Maternity
- Sexual Orientation
- Gender Reassignment
- Marriage/Civil Partnership
- Socio-economic considerations (low income/poverty)\*

\*Socio-economic considerations are not protected characteristics but are included here to enable consideration of the impact on those who are particularly vulnerable during this cost-of-living crisis

If support is needed in completing this assessment, contact [equality@rbwm.gov.uk](mailto:equality@rbwm.gov.uk)

## Background Information

Service area:	Adult Social Care
Directorate:	People
Budget proposal reference number/s:	AHH30S
Completed by: Optalis Date: 7 <sup>th</sup> October 2022	Approved by: Kevin McDaniel Date 28 November 2022

### **Provide a brief explanation of the budget proposal/s:**

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

This EQIA considers the impact of the proposed reduction in Agency workers Optalis, and a reduction in recruitment except for safeguarding roles.

The intended outcome of these savings proposals is to ensure that a balanced budget can be set for Adult Social Care. It is expected that these savings will result in a smaller work-force capacity which means that tasks will have to be prioritised, with a focus on safeguarding. This is likely to mean longer waits for some residents and some non-statutory tasks paused for operational reasons.

Optalis competes with other local authorities in a limited pool of staff and, as it offers less favourable terms and conditions, often has to rely on temporary staff through agencies to cover vacancies. Not being able to use agency staff will have an impact on waiting times for residents and morale on existing staff with increased workloads.

## **Equality Impact Analysis**

	How do the protected characteristics influence the needs of individuals within this proposal?  How might these characteristics affect the impact of the proposal?  (If no influence on impact, state 'N/A')	Potential positive impact  (Tick where relevant)	Potential negative impact  (Tick where relevant)
Age	Increased waiting times for people for assessment and care to be put in place with risks of not complying with the Care Act 2014.		x
Disability	Increased waiting times for people for assessment and care to be put in place with risks of not complying with the Care Act 2014.		x
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g. low income, poverty	Optalis already has less favourable terms and conditions compared to ASC staff in other boroughs. Some staff are already reporting that they are struggling to meet the costs of rising inflation.		x

**Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?**

Detailed consultation with managers will identify where resources need to be prioritised to ensure the residents at most risk receive the required support.