Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.
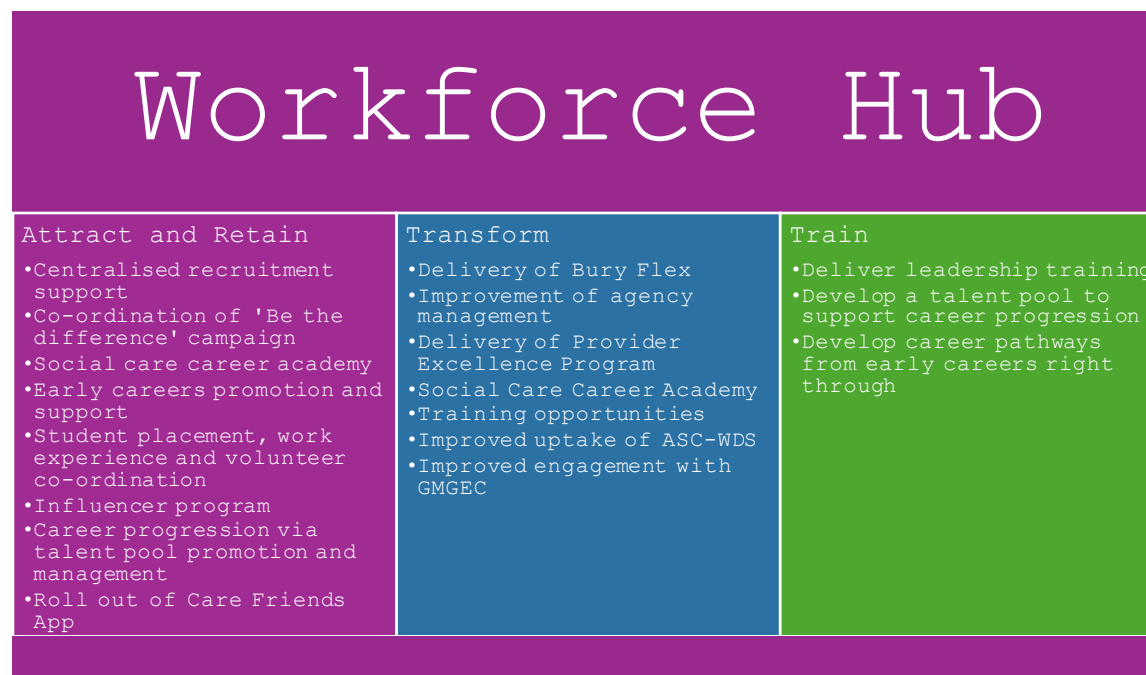
To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Adult Social Care Workforce Support Programme
Lead Officer (SRO or Assistant Director/Director)	Matthew Logan, Strategic Lead Integrated Commissioning
Department/Team	Community Commissioning Team
Proposed Implementation Date	01/08/2025
Author of the EqIA	Matthew Logan, Strategic Lead Integrated Commissioning
Date of the EqIA	08/05/2025

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?

We are commissioning Persona to run a Workforce Support Programme for independent sector providers. They will establish a Workforce Hub delivering:

Workforce Hub

Attract and Retain
- Centralised recruitment support
- Co-ordination of 'Be the difference' campaign
- Social care career academy
- Early careers promotion and support
- Student placement, work experience and volunteer co-ordination
- Influencer program
- Career progression via talent pool promotion and management
- Roll out of Care Friends App

Transform
- Delivery of Bury Flex
- Improvement of agency management
- Delivery of Provider Excellence Program
- Social Care Career Academy
- Training opportunities
- Improved uptake of ASC-WDS
- Improved engagement with GMGEC

Train
- Deliver leadership training
- Develop a talent pool to support career progression
- Develop career pathways from early careers right through

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Community/Residents: **Yes – supporting providers to have more, quality and highly trained staff will increase the quality of care and support delivered to residents.**

Third parties such as suppliers, providers and voluntary organisations: **Yes – all commissioned care providers will have access to this support.**

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Data:

The Independent Provider Sector in Bury is diverse with 93 providers ranging from large national care providers to small local charities. They support 3055 people funded by the Local Authority. Each provider is a separate employing organisation with its own employment terms and conditions, employing approximately a total of 4,600 staff. This workforce provides care and support to people in various settings with a range of support needs including:

- 49 Care home providers (nursing and residential),
- 24 Care at home providers
- 18 Supported living providers

Since the introduction of the original **Adult Social Care Workforce Support Programme** there has been:

- **Decrease** in vacancy rate
- **Decrease** in leaver rate
- **Increase** in number of staff working in Adult Social Care in Bury

Out of all Local Authorities in England, Bury is now:

- **Tenth** in percentage of beds in Good and Outstanding CQC rated Care Homes.
- **90.9%** of Care Homes are rated Good or Outstanding
- **No** Care at Home providers rated Inadequate

No Supported Living providers rated Inadequate

% of Number of Beds with rating: Good, Outstanding | North West LAs within All England LAs
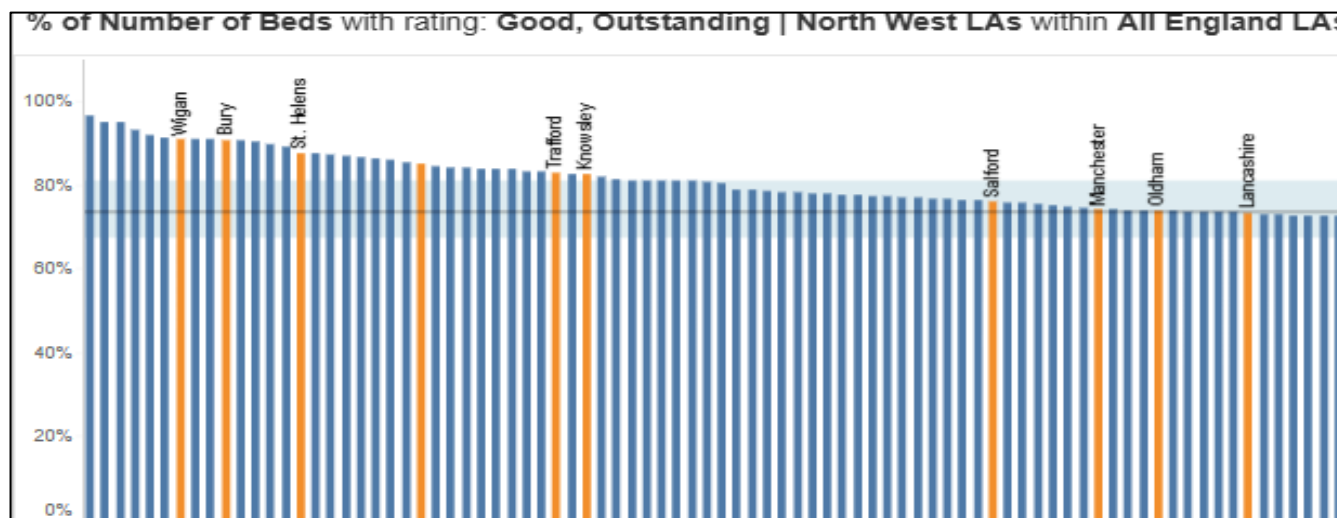
Stakeholder information/consultation:

Activity	Date/Frequency
Engagement Event Workforce Priorities identified by attendees and potential solutions suggested	18th October 2024
Care Provider Forums	Monthly
Provider Newsletter	Weekly

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	Younger workers looking for career options and additional benefits from employers	How younger generations are redefining workplace exits - Workplace Insight	Career pathway development Early careers promotion and support Social care academy Recruitment and retention based on Good Employment Charter	Positive

Age	Younger workers and older workers experiencing difficulty in accessing and engaging in recruitment processes		Influencer programme Designing flexible and accessible recruitment processes Positive actions to support underrepresented groups Student work experience/placements Access to Inclusive Recruitment Toolkit	Positive
Disability	Disabled people experiencing difficulty in accessing and engaging in recruitment processes		Support providers to offer Guaranteed Interview Scheme Support providers in designing flexible and accessible recruitment processes Encouraging employers to become disability confident Support: Recruitment and retention based on Good Employment Charter	Neutral

			Access to Inclusive Recruitment Toolkit Access to Work Well programme	
Disability	Disabled people less likely to have access or be able to engage with career development opportunities	GM Disabled People's Survey 2022 – GM Disabled People's Panel	Career pathway development Social care academy Support: Development based on Good Employment Charter	
Disability	Disabled workers likely to face disabling barriers in the workplace	GM Disabled People's Survey 2022 – GM Disabled People's Panel	Support providers to promote access to a disability staff network Encouraging employers to become disability confident Employers encouraged to apply proactive and supportive workplace adjustments Leadership inclusion training	Neutral
Gender Reassignment	More likely to experience discrimination and barriers in the workplace		Leadership inclusion training	Positive

			Employers encouraged to have a supportive gender transitioning at work policy

Support providers to enable staff have access to an LGBTQ+ staff network | |
| **Marriage and Civil Partnership** | No impact | | | |
| **Pregnancy and Maternity** | No impact | | | |
| **Race** | May experience language barriers when engaging with recruitment processes | | Recruitment and retention based on Good Employment Charter

Access to Inclusive Recruitment Toolkit

Positive actions and flexibility within recruitment processes | Neutral |
| **Religion and Belief** | May experience barriers in achieving balance between work and spiritual/religious needs | | Flexible working options

Support providers to give shift work and part time options

Employers understanding key religious events and | Positive |

			encouraged to plan ahead for these Leadership inclusion training	
Sex	No impact			
Sexual Orientation	More likely to experience discrimination and barriers in the workplace		Leadership inclusion training Support providers to enable staff have access to an LGBTQ+ staff network	Positive
Carers	Carers may experience difficulty in accessing and engaging with recruitment processes especially if caring long term or exiting from being a carer		Recruitment and retention based on Good Employment Charter Access to Inclusive Recruitment Toolkit Positive actions and flexibility within recruitment processes Guaranteed interview scheme	Neutral
Carers	Carers may experience difficulty in achieving a balance between		Flexible working options Shift work and part time options	Positive

	work and caring commitments		Leadership inclusion training	
Looked After Children and Care Leavers	May experience difficulty and challenges in accessing and engaging with recruitment processes		Recruitment and retention based on Good Employment Charter Work experience/placements Positive actions and flexibility within recruitment processes Support sector awareness of care leaver needs linking with care leaver covenant	Positive
Socio-economically vulnerable	No impact			
Veterans	No Impact			

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16

3.2 Level of risk identified	No Risk = 0
3.3 Reasons for risk level calculation	Impact is positive as it increases providers access to high quality, trained staff, supports staff development and reduces costs to providers.

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Matthew Logan		
Responsible Asst. Director/Director	Adrian Crook		
EDI	Lee Cawley	270525	QA Complete: The programme recognises the importance of inclusive best practice and has been developed considering the impacts identified in this analysis. Given the inclusive nature of the programme all impacts are either neutral or positive

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details

Bury Council – Equality Impact