

Equality Impact Assessment



Name of project/proposal

Change Lives Grants Programme

Contact name

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Department

Adult Services

Date to be published on Hantsweb

20 Jun 2016

Purpose for project/proposal

To award a series of small grants to contracted REACT and Care at Home providers to support the recruitment and retention of staff. This programme is separate and distinct from the wider Hampshire County Council Grants programme.

REACT stands for the Reablement and Assessment of Care Team.

Consultation

Has a consultation been carried out?

Yes

Independent sector providers of Care at Home and REACT services were consulted as to the most appropriate way they could be supported by the Council with the recruitment and retention of staff. A small grants programme was agreed as the most suitable way forward to build on the wider campaign launched in 2015. The initial campaign activity included the development of a Change Lives website which was a landing platform for interest prompted by other activity such as radio advertising, posters, leaflet drops etc. However a more targeted approach is needed to maximise the opportunity for success for individual providers and this programme will support that work.

Statutory considerations

Impact

Age	High
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low

Other policy considerations

Poverty	Low
Rurality	Medium
Other factors	Low
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Equality statement

Change Lives – Start with yours’ is a campaign developed in partnership with the independent care sector to promote awareness about the positive aspects of working in adult social care. The campaign aims to dispel some of the negative myths and misconceptions associated with this work and in doing so attract new people to the sector, thus supporting the growth and stability of the market and in turn securing the delivery of services commissioned by the Council.

Whilst the campaign raised general awareness about working in adult social care at a county level there is a need to continue with the campaign to address the recruitment and retention of staff at a more local level and in a more bespoke way. Providers of care in rural communities face very different challenges to providers in more urban areas and providers of services in the north of county have unique recruitment issues associated with bordering other Local Authority areas and being closer to London.

The proposed grants will support providers to address their specific recruitment issues related to their geographical and demographic challenges and will build on the broader awareness raised in year 1 of the campaign.

The positive impacts of this programme on the lives of people who are older and /or have a disability are

* Improved access to Reablement and Care at Home Services

*Consistency in staff delivering their care

* Increased independence

* Improved quality of life

* Stable and robust care market will be developed which will help ensure and safeguard delivery of care

The impact of the grants on recruitment and retention rates will be measured quarterly against proposed plans contained in the grants applications.

Date to review actions

20 Jun 2017

Final decision date

Final decision date due
Decision to be made by

14 Jun 2016
Executive Member