



SBA assessment and support planning

Accountable officer: Nicola Ward
Email address: nicola.ward@hants.gov.uk
Department: Adults' Health and Care
Date of assessment: 04/06/2018

Description of current service/policy

HCC has a statutory duty to meet eligible care needs of an adult or carer. Assessment is the first stage of the process in which the nature and extent of the person's needs are identified. If assessed to be eligible, a practitioner must support the person to make a support plan to address the identified needs.

Geographical impact: All
Hampshire

Description of proposed change

The proposed changes to the assessment and support plan framework are needed to make the process strengths based and personalised. People are the experts in their own lives and the changes should enable people to make use of their personal strengths and their networks of support.

The new framework will be less onerous for staff, enabling them to use their professional judgement to support people to make personalised support plans.

Changes will be made to the recording of the assessment and support plan to ensure that the recording is proportionate and relevant.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Engagement and consultation

Has engagement or consultation been carried out? Planned

There has been some engagement with staff through the Working Differently project and the feedback from staff about assessment has been collated and will be considered.

There are staff engagement events planned for May 2018 in partnership with work taking place on the Social Care Practice Manual. These will be inviting staff from community teams to give feedback on assessment and support planning.

Other engagement opportunities will be identified for hospital and reablement teams.

Service users will also be engaged with using a snap survey via the coproduction group.

Statutory considerations	Impact	Mitigation
Age: Neutral		
Disability: Medium	As the project will implement change, this could have an impact on staff with a learning disability such as dyslexia as they may need support to adjust to the new requirements	staff with dyslexia may need extra support or reasonable adjustments to manage the new working requirements. This may include support with managing workload tasks as they may need extra time to adjust to the new framework. Staff who use assistive technology will need support to ensure that the software can be used with the new framework. The new assessment and support plan framework will need to be adjusted again in the future when the replacement system for AIS is introduced. EIA will be updated when more is known about this.
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		
Gender: Neutral		
Marriage and civil partnership: Neutral		

Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Neutral		
Rurality: Neutral		

Any other information

A separate EIA has been completed for impact on service users