

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Carly Brown, Assistant Director

Email address: carlybrown@wirral.gov.uk

Head of Section: Graham Hodgkinson, Director of Care and Health

Chief Officer: Graham Hodgkinson, Director of Care and Health

Directorate: Health and Care

Date: 21st May 2021

Section 2: What Council proposal is being assessed?

The Integrated Care Partnership Programme

The Cheshire and Merseyside Health Care Partnership (C&M HCP) formally wrote to NHS England on 28 January 2021 to seek approval to become recognised as an Integrated Care System. The Integrated Care System application from the C&M HCP references the role of the Local Authority at 'Place Level' as being able to provide focus through the Health and Wellbeing Board. At Place Level - Wirral Health and Care Partners will develop an Integrated Care Partnership Programme (ICP) that will:

1. Plan, manage and deliver services together for populations. This would enable neighbourhoods to focus on need, be that a health need or a wider determinant of health need.
2. Linking education, employment, and service delivery in a Place/Borough to enable us to shape our workforce and build resilience and opportunity in communities.
3. Linking health skills and knowledge with housing and care across our neighbourhoods to enable us to support our families in need or at risk of harm.

The three components to be developed for the Integrated Care Partnership Programme:

1. Develop a single, system-wide approach to undertake strategic commissioning
2. Develop Local Provider Collaborative
3. Develop the function of the Health and Wellbeing Board

Wirral will be expected to develop an integrated approach to commissioning between Health and the Local Authority. NHS Wirral CCG and Wirral Council are working together, with the

Cheshire and Merseyside Health and Care Partnership (HCP), newly created ICS, to shape the future delivery of commissioning functions at place and across the ICS. Detail defining those NHS commissioning functions that remain at place and those that will be carried out at the larger Cheshire and Merseyside level is awaited, however early work indicates that the majority of strategic commissioning will be delivered at place level with the most specialist types of commissioning taking place on the larger footprint.

Section 2a: Will this EIA be submitted to a Committee meeting? Yes

Yes / No If 'yes' please state which meeting and what date

Adult Social Care and Public Health Committee - 7th June 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

Services – YES

The workforce - YES

Communities - YES

Other Partners – including Private Sector, Voluntary & Community Sector - YES

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Residents	<p>Positive Impact - The development of the Integrated Care Partnership will improve experiences for Residents within Wirral who will be able to:</p> <ul style="list-style-type: none"> • access clear advice on staying well • access a range of preventative services. • access simple, joined-up care and treatment when they need it. • access digital services (with non-digital alternatives) that put the citizen at the heart of their own care. • access proactive support to keep as well as possible, where they 	<p>Wirral Council has a legal requirement to make sure its policies, and the way it carries out its work, do not discriminate against anyone.</p> <p>Plans will be underpinned by local population health and socio-economic intelligence. The Council will work in partnership with local and regional partners to develop place-based partnership arrangements necessary to deliver improved outcomes in population health by tackling health inequality.</p> <p>Integrated Care Partnership Project Board will ensure that any change</p>	Carly Brown	2021 - 2022	Integrated Care Partnership Project Board will work closely with Providers to ensure resources are identified to implement the programme.

	<p>are vulnerable or at high risk.</p> <ul style="list-style-type: none"> expect the NHS, through its employment, training, procurement, and volunteering activities, and as a major estate owner to play a full part in social and economic development and environmental sustainability. <p>There are no negative effects anticipated by the development of the Integrated Care Partnership for Wirral residents including those with protected characteristics. Development work will be driven by the desire to improve health and care delivery for residents including those with a protected characteristic.</p>	<p>management activities are managed at a safe pace, having no negative effects for people who access health and social care service and their Carers and families.</p> <p>Health and Social Care Partners will support vulnerable people throughout the change period.</p> <p>Integrated Care Partnership Project Board will engage with support and advocacy groups where appropriate to offer support to those people who are affected by change.</p> <p>Integrated Care Partnership Project Board will develop a communication plan to ensure that future consultation and engagement communications are tailored to local stakeholders, including advice and guidance is accessible by protected groups in a format that suits their needs.</p>			
<p>Staff employed at NHS Service Providers, Local NHS Foundations Trusts, Community Health Provider, Mental Health Provider, Hospital Provider, Acute Care, GPs, Primary Care</p>	<p>Positive Impact - The development of the Wirral Provider Collaborative will improve integration across service providers - The details of how the collaborative will work together and be constituted including working methods are currently in development. There are however key principles for provider collaboratives as developed by NHS England for Metal Health services that are likely to apply:</p> <ul style="list-style-type: none"> Collaboration between Providers and across local systems 	<p>A Project plan will be developed by the Integrated Care Partnership Project Board to guide the work required to fully develop the local 'Place' arrangements and develop a mature, well function Integrated Care Partnership with improved commissioning and provider delivery arrangements by 2022.</p>	<p>Carly Brown</p>	<p>2021 - 2022</p>	<p>Integrated Care Partnership Project Board will work closely with Providers to ensure resources are identified to implement the programme.</p>

<p>Network</p> <p>(Workforce will include members of protected groups.)</p>	<ul style="list-style-type: none"> • Experts by Experience and clinicians leading improvements in care pathways • Making best use of resources across the collaborative to provide community alternatives and reduce inappropriate admissions/care away from home • Working with local stakeholders • Improvements in quality, patient experience and outcomes driving change <p>Advancing equality for the local population</p>	<p>Any additional support arrangements for vulnerable people will be put in place by partner agencies working together.</p> <p>Embed equality, diversity and inclusion into our leadership, policies, systems, processes and governance arrangements for the joint commissioning team.</p> <p>Communications briefings will be available in a range of formats to ensure they are accessible and suitable for residents.</p>			
<p>Commissioning Team – Council and CCG/ICS Colleagues</p> <p>(Workforce will include members of protected groups.)</p>	<p>Positive Impact - The Development of Wirral’s Integrated Commissioning Team will improve commissioning - This is a component part of the Integrated Commissioning Partnership underpinned by Pooled Funds and formalised partnership arrangements with the following key functions:</p> <ul style="list-style-type: none"> • Improve Health and Wellbeing Outcomes for the Population • Reduce Health Inequalities across the Borough • Provide oversight and leadership of System Planning, Quality Assurance and Safeguarding. • Manage Care and Health Market to Ensure that there is a 	<p>Officers from the Council and CCH will work with Human Resources leads and Trade Union Officials where appropriate to develop the Integrated Commissioning Team. There will be staff consultation sessions to discuss options with staff.</p> <p>Integrated Care Partnership Project Board will ensure that all appropriate additional support is provided to staff who are directly affected by the development of the integrated commissioning team.</p> <p>Wirral Council’s Human Resources, Finance, Communications, Intelligence and Legal Departments</p>	<p>Carly Brown</p>	<p>2021 - 2022</p>	<p>Integrated Care Partnership Project Board will work closely with Providers to ensure resources are identified to implement the programme.</p>

	<p>full and effective range of sustainable services across the Borough.</p> <ul style="list-style-type: none"> • Discharge the statutory commissioning duties of the Local Authority for Adult Social Care, Public Health and Children’s services alongside the NHS Commissioning duties on behalf of the ICS • Enable and Support the Provider Collaborative to deliver population health outcomes. <p>Integrated Care Partnership - Place Leadership are responsible to undertake the following tasks:</p> <ul style="list-style-type: none"> • to understand and identify – using population health management techniques and other intelligence – people and families at risk of being left behind and to organise proactive support for them. • to coordinate the local contribution to health, social and economic development to prevent future risks to ill-health within different population groups. • to focus on the wider determinants of health across the population • to support and work 	<p>will offer support to Integrated Care Partnership Project Board.</p> <p>Staff will be updated on Integrated Care Partnership proposals and will be involved in developing the ICP. Staff may see some changes to the way in which they work through closer joint working, in particular those who are part of the ICP integrated operations and leadership structure.</p> <p>The Integrated Care Partnership Project Board will give due regard to the impact and potential impact on all people with ‘protected characteristics’ in shaping the Integrated Care Partnership across Wirral.</p>			
--	--	--	--	--	--

	<p>alongside Primary Care Networks (PCNs) which join up primary and community services across local neighbourhoods.</p> <ul style="list-style-type: none"> to simplify, modernise and join up health and care (including through technology and by joining up primary and secondary care where appropriate). 				
<p>Providers / partner organisations – Third sector, private sector, Housing, Police, Education.</p> <p>(Workforce will include members of protected groups.)</p>	<p>Positive Impact - It is clear that developing partnership with the existing CCGs, PCNs, NHS providers, Voluntary/third sector providers, Healthwatch, Police, Housing, Education, to develop Wirral Integrated Care Partnership which will have a positive impact.</p>		Carly Brown	2021 - 2022	<p>Integrated Care Partnership Project Board will work closely with Providers to ensure resources are identified to implement the programme.</p>

Section 4a: Where and how will the above actions be monitored?

From May 2021, the Integrated Care Partnership Programme is monitored by a multiagency project Board attended by the Council and Clinical Commissioning Senior Officers, that meets fortnightly.

The Integrated Care Partnership Programme will report to the Health and Wellbeing Board on 7th July 2021, 3rd November 2021, 23rd March 2022.

The Integrated Care Partnership Programme will report to the Adult Social Care and Public Health Committee on 7th June and throughout 2021 – 2022.

The Integrated Care Partnership Programme will report to both the Council and CCG Strategic Leadership Teams monthly throughout 2021 - 2022.

The Integrated Care Partnership Programme will report to Wirral Council's People Programme Board monthly throughout 2021 - 2022.

The Integrated Care Partnership Programme will report to Cheshire and Merseyside Health Care Partnership/Integrated Care System throughout 2021 - 2022.

The Integrated Care Partnership Programme will engage with key stakeholders to seek views including residents, partners/service providers to ensure progress is made. The Council will ensure that engagement activities are fully accessible to residents.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

The Integrated Care Partnership Programme will bring improvements to the Borough as Commissioners and Service Providers will develop collaborative arrangements that will improve service integration across health and social care provision in Wirral. Equality implications will play an integral part of programme development.

Section 5: What research / data / information have you used in support of this process?

Wirral's Intelligence Service will provide data / information to support the developments of the Integrated Care Partnership Programme.

The Integrated Care Partnership Programme will have a dedicated workstream for Business Intelligence and Digital Function.

Wirral will develop a system wide digital plan, a shared care record and a cross system Intelligence and analytical function. The Council have already invested heavily in shared care records and worked together in partnership; however, we need to make sure this is more

integrated and joined up with the Cheshire and Mersey HCP /ICS and the joint enabling programmes we wish to pursue are as follows:

1. Shared networks – to enable colocation/multi agency teams.
 2. Integrated case recording – to wrap services around customers.
 3. Including Data protection requirements.
 4. Joint approach to TECS strategy and priorities.
 5. Digital inclusion strategy and connectivity.
 6. A combined BI function would allow us to fulfil the requirement of the ICS to ensure that decisions and spending is predicated on evidence base and an inclusive and fully reflective needs assessment of the population of Wirral.
- Fulfil the requirement to have collective systems of management and performance at a place level.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

No formal consultation is required at this point of the development of the Integrated Care Partnership Programme. Engagement will take place at local and regional level in relation to the Integrated Care System and Integrated Care Partnership developments. Local people and staff have been consulted widely over the years as part of the various work streams through the 'Healthy Wirral Partnership'. Further Public and wider stakeholder engagement will take place across the Borough to seek the views of local stakeholders.

The Integrated Care Partnership Programme will produce a Communication Plan and undertake Stakeholder mapping to ensure local people are engaged, updated and kept informed. The Council will ensure that communication is produced in a range of formats and will be accessible and have suitable arrangements in place to reach communities throughout Wirral. The Integrated Care Partnership Programme will conduct public and stakeholder engagement at Place Level from 2021 to 2022, and then on ongoing arrangements will be developed to capture the views of residents and partners across the Borough.

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**

d) Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?