



Equality Screening Assessment (ESA)

This form must be completed to evidence what impact the proposal may have on protected groups within our community and/or workforce. Please complete with reference to the [Guidance Notes](#).

1: Proposal

Requirement	Details
Title of proposal:	The Lives We Lead North Northamptonshire Adult Social Care Strategy
Type of proposal: <ul style="list-style-type: none">• new or change of policy,• new or change to service.	New Strategic Policy
What is the objective of this proposal?	To develop a local strategy in line with national guidance. The strategy outlined how we will discharge our statutory functions as outlined in the Care Act 2014
Who will be consulted on this proposal? And when? (List all the groups / communities, including dates)	20 October 2024 for 8 weeks North Northamptonshire residents Town and Parish Councils Partners in the Integrated Care system eg Integrated Care Board, GPs, VCSE

Requirement	Details
	People who are in receipt of social care services Providers of social care services
Did the consultation highlight any impact on protected groups? (If yes, give details)	No
What processes are in place to monitor and review the equality impact of this proposal?	As this is a strategy, this will be inbuilt into the implementation plan after the final strategy is agreed. A set of outcome measures will be agreed which will be monitored by the Corporate Leadership Team. Alongside this there is already a suite of corporate KPIs that form part of the Councils performance reporting to Executive and the public. These will remain in place.
Who will approve this proposal? (Committee, PGG, CLT)	Corporate Leadership Team and the North Northamptonshire Council Executive

2: Equality Consideration

In turn, consider each protected group and question whether the proposal seeks to:

- Eliminate discrimination,
- Foster good relations,
- Remove barriers,

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative 														
Age Are different age ranges impacted differently?	<p>The people who will be affected by this strategy are our service users/customers and our staff. The strategy will run for a period of 5 years commencing in 2024, this means that it will impact upon people who are yet to receive social care services. The majority of our service users/customers are over 65 years old and this is a trend that is expected to continue.</p> <p>The majority of our staff are aged 30-69 with 50-59 being the largest age group in our workforce. This is in line with other Local Authorities and is a trend that is expected to continue.</p> <p>Services (long & short term)</p> <p>18-64: 1829 individuals Over 65: 3316 individuals Unknown: 3 individuals</p> <p>Employees age ranges:</p> <table border="0"> <tr><td>19 and under</td><td>2</td></tr> <tr><td>20-29</td><td>69</td></tr> <tr><td>30-39</td><td>176</td></tr> <tr><td>40-49</td><td>165</td></tr> <tr><td>50-59</td><td>203</td></tr> <tr><td>60-69</td><td>101</td></tr> <tr><td>70+</td><td>4</td></tr> </table>	19 and under	2	20-29	69	30-39	176	40-49	165	50-59	203	60-69	101	70+	4	<p>There has been an increase of 30.4% in people aged 65 years and over in the last 10 years.</p> <p>There has been an increase of approximately 21% of adults aged 18-29 in the North Northamptonshire Council area in the last 10 years.</p> <p>The strategy will have the greatest impact upon people in protected groups (those with disabilities, eg Autism, Learning Disability and Older Persons). The aim of the strategy is to enhance life chances for this cohort of people, improve support to enable people to live active and fulfilled lives.</p> <p>It is expected that the outcome of the strategy will be positive for individuals within those groups by improving employment and volunteering opportunities across North Northamptonshire.</p> <p>For internal staff we aim to encourage recruitment and apprenticeships in the under 29 age group by utilising the recruitment process, promoting at Career Fairs at schools, colleges and Universities to ensure our workforce is representative of the communities we serve.</p>	Positive
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		North Northamptonshire Council is one of the least densely populated areas of the East Midlands (17 th), out of 35 local authority areas. Therefore, we will ensure recruitment via the rural areas by utilising local shops, schools, Local Area Partnerships and libraries to advertise roles.	
Sex Is one sex impacted more than another?	Service Users (long & short term) Male: 2164 individuals Female: 2972 individuals Unknown/Indeterminate: 12 individuals Employees ratio: Male 108 (15%) Female 612 (85%) Employee Turnover split: Male 12 (11%) Female 103 (89%) These roles do not require a genuine occupations qualification and therefore the recruitment is non-sex specific.	The majority of North Northamptonshire Council's Adult Social Care and frontline care staff are made up of female staff. New roles advertised, attract greater number of applications from females; this is a consistent trend within the care industry. Skills for Care published the Adult Social Care Workforce Statistics for 2024, which show that across the social care industry North Northamptonshire Council's proportion of female staff at 85% is slightly higher than the national average. We will review our recruitment material to ensure that it appeals to all applicants equally; this will include images, advertisements and any	Positive

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	All vacancies are advertised on Indeed and North Northamptonshire Council's website. All adverts offer assistance for our internal Employment and Disability Service (EADS). This service enables applicants to request assistance in applying for a role, the interview and any reasonable adjustments.	marketing materials that support external campaigns.																									
Disability Is one type of disability impacted more than others?	Residential, Nursing & Community Supported Living Services Long Term Residential: 1130 individuals Long Term Nursing Care: 474 individuals Community Supported Living: 614 individuals <table border="0"> <thead> <tr> <th>Primary Support Reason</th> <th>Individuals</th> </tr> </thead> <tbody> <tr> <td>Learning Disability Support</td> <td>979</td> </tr> <tr> <td>Mental Health Support</td> <td>356</td> </tr> <tr> <td>Physical Support: Access & mobility only</td> <td>211</td> </tr> <tr> <td>Physical Support: Personal care support</td> <td>2497</td> </tr> <tr> <td>Sensory Support: Support for dual impairment</td> <td>6</td> </tr> <tr> <td>Sensory Support: Support for hearing impairment</td> <td>5</td> </tr> <tr> <td>Sensory Support: Support for visual impairment</td> <td>26</td> </tr> <tr> <td>Social Support: Substance misuse support</td> <td>1</td> </tr> <tr> <td>Social Support: Support for Social Isolation/Other</td> <td>88</td> </tr> <tr> <td>Support with Memory & Cognition</td> <td>962</td> </tr> <tr> <td>Unknown</td> <td>17</td> </tr> </tbody> </table>	Primary Support Reason	Individuals	Learning Disability Support	979	Mental Health Support	356	Physical Support: Access & mobility only	211	Physical Support: Personal care support	2497	Sensory Support: Support for dual impairment	6	Sensory Support: Support for hearing impairment	5	Sensory Support: Support for visual impairment	26	Social Support: Substance misuse support	1	Social Support: Support for Social Isolation/Other	88	Support with Memory & Cognition	962	Unknown	17	We will lead by example and show a commitment to our staff and people who draw on social care services by ensuring all staff are confident in following the Councils guidance in writing for inclusion. NNC Writing for Inclusion Guidance We will ensure that information on our website and in our day-to-day literature and correspondence is Easy Read with plain English and appropriate formatting used. Following the corporate guidelines	Positive
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	<p>Employees are not required to declare if they have a disability. Our records show that:</p> <ul style="list-style-type: none"> • 23 employees have declared a disability • 106 have stated they do not have a disability • 483 have not stated either way. <p>As an employer we are aware of many more employees within Adult Social Care that do have a disability that we have supported with reasonable adjustments.</p> <p>When sourcing new IT systems we consult with employees with different disabilities, inviting them to trial and give their viewpoints. This is particularly helpful for employees with neurodiversity and sight impairments.</p> <p>New employees that identify themselves as having a disability, complete a PRA to establish if there any reasonable adjustments that may assist them in their role. Where solutions are not easily identified, staff are encouraged to get a thorough assessment through Access to Work.</p>		
Gender Reassignment Will there be an impact on people who are trans?	Data on this protected characteristic for people receiving services is not well captured to provide figures. This is highly sensitive information that is really only required when delivering single sex services or personal care.	We will work to improve the data we hold related to the people we support to ensure our services are shaped to meet the needs of all people equally.	Positive

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	<p>We have no employees that have stated they are trans on our records but this information is optional. North Northamptonshire Council have a Transgender and Gender Reassignment Statement available on the internal intranet which supports both employees and line managers.</p> <p>Recruitment is fully inclusive. This data is collected at the recruitment stage – and is reported on in the NNC Equality Information Report. Contracted providers must demonstrate an inclusive service and be non-discriminatory in policy and practice.</p>		
Race Are people from one ethnic group affected more than people from another?	Services <p>There are more services for older people than younger adults, as these age groups have differing proportions of ethnicity groups, so it is important to understand that the proportion of services provided for each ethnicity group may not correlate to populations.</p> <p>In addition to the known ethnicity of people using adult social care services, 10 individuals declined to share their ethnicity and 575 individuals do not have their</p>	<p>In services provided by Adult Social Care we need to ensure that we are being inclusive, meeting people from different ethnic groups and provide training and awareness for different cultures within races of those customers that we are serving.</p> <p>We recognise that we need to improve our data of not just the ethnicity of the people we support but in other ways of identifying if reasonable adjustments are required to support people in interacting with us. We will provide literature in</p>	Neutral

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	<p>ethnicity recorded on our social care systems. Of those known:</p> <p>People who were in receipt of Adult Social Care Services during the year ending 31 March 2024:</p> <table border="1"> <thead> <tr> <th>Ethnicity Group</th> <th>Count</th> <th>Proportion</th> </tr> </thead> <tbody> <tr> <td>Asian / Asian British / Asian Welsh</td> <td>116</td> <td>2.25%</td> </tr> <tr> <td>Black / African / Caribbean / Black British / Black Welsh</td> <td>103</td> <td>2.00%</td> </tr> <tr> <td>Mixed / Multiple</td> <td>55</td> <td>1.10%</td> </tr> <tr> <td>Other Ethnic Group</td> <td>19</td> <td>0.37%</td> </tr> <tr> <td>White</td> <td>4286</td> <td>83.10%</td> </tr> <tr> <td>Refused</td> <td>10</td> <td>0.20%</td> </tr> <tr> <td>Undeclared / Not Known</td> <td>566</td> <td>11.00%</td> </tr> <tr> <td>Total</td> <td>5155</td> <td>100%</td> </tr> </tbody> </table> <p>North Northamptonshire Census 2021:</p> <table border="1"> <thead> <tr> <th>Ethnic Group</th> <th>Population</th> </tr> </thead> <tbody> <tr> <td>Asian, Asian British or Asian Welsh</td> <td>3.5%</td> </tr> <tr> <td>Black, Black British, Black Welsh, Caribbean or African</td> <td>3.1%</td> </tr> <tr> <td>Mixed or Multiple Ethnic Groups</td> <td>2.3%</td> </tr> <tr> <td>White</td> <td>90.3%</td> </tr> <tr> <td>Other Ethnic Groups</td> <td>0.8%</td> </tr> </tbody> </table>	Ethnicity Group	Count	Proportion	Asian / Asian British / Asian Welsh	116	2.25%	Black / African / Caribbean / Black British / Black Welsh	103	2.00%	Mixed / Multiple	55	1.10%	Other Ethnic Group	19	0.37%	White	4286	83.10%	Refused	10	0.20%	Undeclared / Not Known	566	11.00%	Total	5155	100%	Ethnic Group	Population	Asian, Asian British or Asian Welsh	3.5%	Black, Black British, Black Welsh, Caribbean or African	3.1%	Mixed or Multiple Ethnic Groups	2.3%	White	90.3%	Other Ethnic Groups	0.8%	<p>alternative languages and provide sign language translators through our provider AA Global. We are working to implement the Reasonable Adjustment Flag on our social care systems so that we proactively ask and consider whether we need to change our approach to interacting with a person or people to make reasonable adjustments to ensure our services and information is fully accessible.</p> <p>We have signed up to Skills for Care Workforce Race Equality Standards (WRES) and will fully implement this to ensure we are an inclusive employer. This scope of this work is not limited to ethnicity but will and does also include other protected characteristics such as sexual orientation</p> <p>This will improve not just our data to enable us to have strategic oversight of the accessibility of our services but outcomes for people at an individual level. Further information about this flag is available at Reasonable Adjustment Flag - NHS England Digital</p>	
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	<p>It is optional for employees to complete the personal data which is shown below:</p> <p>Out of 407 employees (57% of the workforce) have declared their ethnicity: 364 are White British (89%) 11 as Multiple ethnicity (0.03%) 12 are Asian ethnic group (0.03%) 20 are from a Black ethnic group (0.05%)</p> <p>White people make up the majority of the general population demographics for North Northamptonshire (90.3%).</p>	<p>Monitoring of ethnicity information will take place of employees to ensure that no group is adversely impacted. Data will be reviewed regularly and matched against the racial and ethnic composition of those being supported. Where there are recognised shortfalls, actions are expected to correct this.</p>	
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	<p>Data on this protected characteristic for people receiving services is not well captured to provide figures.</p> <p>Of the 720-employee workforce: 291 have declared their sexual orientation with 272 of those being heterosexual (93%) 9 employees (0.03%) have declared to be Gay, Bisexual and Other.</p> <p>Recruitment is fully inclusive. North Northamptonshire Council have a LGBTQ+ staff network, blog, Equalities Policy and Procedure and mandatory training for all</p>	<p>We will work with people using our services to encourage them to fully complete personal information templates which include sexual orientation. This will support us in making adjustments to ensure our services are fully inclusive.</p> <p>We have signed up to Skills for Care Workforce Race Equality Standards (WRES) and will fully implement this to ensure we are an inclusive employer. This scope of this work is not limited to ethnicity but will and does also include other</p>	Positive

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	employees. Recruitment data is monitored across the council for this group, including shortlisted and successful.	protected characteristics such as sexual orientation.	
Marriage & Civil Partnership Note: Applies to employment proposals only.	N/A		Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, impacted by this proposal?	All recruitment policies within Services must demonstrate compliance to the requirements of the Equality Act (2010). Pregnant workers are risk assessed and redeployed into non-caring roles should the assessment deem this to be necessary to reduce risk to employee and child. North Northamptonshire Council have a variety of family friendly policies to support pregnancy, maternity, adoption and shared parental leave.		Positive
Religion or Belief Does the proposal impact people differently depending on their religion or belief?	Our Adult Social Care staff are trained to understand different religions and where this may have implications to the services, we provide, eg festivals, religious fasting, prayer time. These enable them to deliver a service that does not negatively impact on an individual because of their religion.	We have signed up to Skills for Care Workforce Race Equality Standards (WRES) and will fully implement this to ensure we are an inclusive employer. This scope of this work is not limited to ethnicity but will and does also include other protected characteristics such as Religion or Believe.	Positive

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	Of the 293 employees (41% of workforce) that have declared their religion or belief, 137 declared they had no religion, 141 are Christian, 5 are Muslims, 2 Buddhists, 1 Hindu and 7 state 'Other'.	There are 293 employees that have shared this information which is a small proportion of the overall adult social care workforce. We will work to encourage employees to share this data to have a greater understanding of the needs of staff and to ensure that we can proactively take steps to ensure we are a fully inclusive workplace.	
Care Experience Does the proposal impact someone who has been in care differently to someone who has not. Please also refer to the care experience guidance notes .	This information is not captured within Adults' Case Management System.	We are committed to support North Northamptonshire Council's role as a corporate parent. We will work to improve employment opportunities within the directorate for people who have care experience. The Senior Leadership Team are also committed to providing seven mentoring opportunities in 2024/25 to people with care experience. The NNC Carers Strategy 2024-29 identifies needs and support required to support a life alongside caring. And how we can best provide information and advice.	Neutral
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education).	The strategies overall purpose is about enabling people to remain well. It has ambitions to increase employment opportunities for people who use social care services and to support the development of community based services, which prevent and delay the need for social care services.		Neutral


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4. Environment (E.g. green spaces, fuel poverty, housing standards).	<p>We work closely with our Public Health colleagues; our Social Workers undertake holistic assessments looking at all aspects of an individual's health and wellbeing within the spectrum of the Care Act 2014.</p> <p>There are six main principles of safeguarding as outlined in the Care Act: empowerment, prevention, protection, proportionality, partnerships and accountability. These are undertaken by all practitioners when carrying out assessments and reviews of provision.</p> <p>Working in partnership with communities to play a vital role in preventing, reporting neglect and abuse. We will ensure that we are integral to the Local Area Partnerships across North Northamptonshire to support and understand both the needs of local communities and to sign post to community assets.</p>		

3: Equality Impact

Question	Response
What impact does the proposal have on the protected groups? No Impact, Positive Impact, Negative Impact or a combination?	This strategy will ensure all protected groups will have an equality of service offer.

Question	Response
Any negative impact will result in an overall negative impact.	By the nature it is focussed more towards, people who draw on social care services, it will have a positive impact on this group who are largely, if not entirely, within protected groups.
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No (If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment).
Is this document going to be published with the relevant report? If yes, include link to location.	Yes
Does the associated proposal meet our accessibility requirements? Writing for Inclusion Guidance	Yes

4: Ownership

Question	Response
Directorate	Adults, Health Partnerships & Housing
Service area	Adult Social Care
Lead officer's name	David Watts
Lead officer's job title	Executive Director Adults, Health Partnerships & Housing (DASS)
Lead officer's email address	david.watts@northnorthants.gov.uk
Lead officer's signature	

Question	Response
Date completed	31 October 2024
Confirm Lead Officer has completed Equality Impact Assessments iLearn Module.	Yes

Completed forms must be sent to [NNC Equalities](#)