

Initial Equality Impact Assessment and Analysis

CAH Integration: Health and Wellbeing Integration

Introduction

CAH Integration

1. Following consultation regarding the formation of a single Children, Adults and Health department in July-September 2012, a decision was taken by Policy and Resources Committee on 5 November 2012. The new department was formed on 1 January 2013.
2. This provides opportunities to realise benefits resulting from integration of the teams, including the transfer in of the public health team. Integration projects will involve reviewing current operating practises with the aim of moving to standard and integrated working methods and systems where possible and appropriate. The savings target associated with the combined impact of all the Children, Adults and Health integration projects is £1125K.

Health and Wellbeing Integration

3. As part of the national changes within the NHS, public health staff transferred from the local PCT to the Council on 1st April 2013. The team are part of the new Health and Wellbeing Division. The Health Improvement team, formerly part of the Department for Environment and Community Services, also moved to the new Division. The purpose of the project is to bring these groups of staff together into a single integrated division. It has been agreed that the project will deliver minimum efficiency savings of £200k by 2013/14 and £400k by 2014/15. This will contribute to the overall CAH Integration Programme.

Scope of the Review

4. The Project will seek to find the most effective and efficient operating model, organisational structure and staffing arrangements to deliver the main health and wellbeing responsibilities that the local authority is responsible for. Some of these activities are currently delivered by the Public Health Team and others by the Council's Health Improvement Team. As such, the both groups of staff are within the scope of the review.
5. In addition, some other staff within CAH are also in scope. These include staff in children's services providing support in relation to the following functions – healthy schools, teenage pregnancy, young people's drug and alcohol services.

Objectives of the Review

6. To determine and implement an organisational structure which will:
 - Create an efficient and effective Health and Wellbeing Division that meets current and future needs of the organisation, members, partners and communities.
 - Enable health and wellbeing functions to be delivered effectively as possible as measured by the Public Health Outcomes Framework
 - Enable health and wellbeing functions to be delivered efficiently as possible in order to contribute to a balanced MTFP for the Council.
 - Enhance existing working partnerships and help the formation of new relationships between Health & Wellbeing Division staff, other SGC staff and partners.

- Contribute to the implementation of the Council’s Target Operating Model (TOM) to standardise, simplify and share services.
- Maintain and enhance staff morale by ensuring all staff have an opportunity to contribute to the review, individually and through group work.

Potential impacts upon equality groups and how the review will ensure there is no disproportionate negative or positive impact upon any equality group

7. The review will make recommendations that will result in a new structure for the Health and Wellbeing Division. This will affect all staff in scope of the review. To ensure this is managed appropriately, the following measures will be undertaken:

- The Council’s workforce change procedure (which has been equality impact assessed) will be followed throughout the review.
- Regular communications for all individual members of staff within scope of the review will be provided by the service lead and/or project team members as appropriate.
- HR will monitor equality related information in respect of all staff in scope of the review. Details are given in the table below.

No. of employees in scope	59
No. of female employees	45
No. of male employees	14
No. of employees aged 65 and above	#
No. of employees with a declared disability	#
No. of employees (White British)	39
No. of employees (BME)	#
No. of employees (Ethnicity not disclosed)	20

8. To ensure that the review does not reduce activities that could impact on vital decision making relating to equality groups all proposals will be subject to a 45 day period of consultation with staff and, where appropriate, additional consultation with partners.
9. Any equality issues arising from the consultation (and subsequent to this) will be addressed as necessary so that all individual needs can be met. Prior to the start of the consultation no equality issues had been raised by staff.