

Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service	
Title of what is being assessed	Proposed restructure of the Adults Joint Commissioning Unit
Is it a new or revised function, policy, procedure or service?	Revised function
Department and Section	Joint Commissioning Unit, Commissioning Group
Date assessment completed	11/01/2017; reviewed 27/03/2017
2. Names and roles of people completing this assessment	
Lead officer	Joanne Humphreys
Other groups	
3. Employee profile of the project	
Will the proposal affect employees? If no please explain why. If yes, please seek assistance from HR to complete the employee EIA.	YES/ NO

4. How are the following equality strands affected?	
<i>Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data</i>	
<p>The primary function of the Adults Joint Commissioning Unit (JCU) will be to commission health and social care services for adults in Barnet, steered by:</p> <ul style="list-style-type: none"> • The commissioning intentions of LBB and BCCG. • The vision of the North Central London STP. <p>External assessments and feedback from existing JCU staff underscore the need for more senior leadership roles within the Adults JCU. As such all current posts have been re-designed. The JCU has operated with a number of vacancies in recent months with an establishment of 20 posts occupied by 12 Whole Time Equivalents. The restructure proposal in broad terms is to reduce establishment to 13 posts, all of which are higher graded to reflect the need for the JCU function to have more senior level experience.</p> <p>It is not expected that these changes will have a direct impact on service users and residents.</p> <p>The aim of the proposed restructure is to ensure the JCU has the right structural design and form to effectively deliver the commissioning plans of the Council and Barnet CCG and to deliver the future vision set out in the North Central London Sustainability and Transformation Plan. These changes should improve the quality and effectiveness of health and social care commissioning in Barnet. This would have an overall positive impact on outcomes for service users and residents.</p>	

Equality strand	Affected?	Explain how affected	Indicate action taken/ or planned to mitigate impact?																																	
1. Age	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Residential (Equalities Data Dashboard 9/9/15) and Client (SWIFT 14/10/15) breakdown of Age: <table border="1" data-bbox="582 363 1122 469"> <thead> <tr> <th>Age:</th> <th>Residential</th> <th>Client Group</th> </tr> </thead> <tbody> <tr> <td>65+</td> <td>51,576 14%</td> <td>3039 60.48%</td> </tr> <tr> <td>Under 65</td> <td>315,690 86%</td> <td>1986 39.52%</td> </tr> </tbody> </table>	Age:	Residential	Client Group	65+	51,576 14%	3039 60.48%	Under 65	315,690 86%	1986 39.52%	N/A																								
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Under 65	315,690 86%	1986 39.52%																																		
2. Disability	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Barnet population predicted to have a disability (Barnet Members Dashboard 11/11/15) <table border="1" data-bbox="582 612 1133 780"> <thead> <tr> <th>Category</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Physical Health</td> <td>81,652</td> <td>46.48%</td> </tr> <tr> <td>Mental Health</td> <td>62,032</td> <td>35.31%</td> </tr> <tr> <td>Substance Misuse</td> <td>22,092</td> <td>12.58%</td> </tr> <tr> <td>Learning Disability</td> <td>9,894</td> <td>5.63%</td> </tr> </tbody> </table> Barnet population who are using one or more services targeted for people with disabilities in 2014. Each service user is assigned to the category considered most relevant, although it is possible for one person to have more than one disability. (Barnet Members Dashboard 11/11/15) <table border="1" data-bbox="582 927 1120 1129"> <thead> <tr> <th>Category</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Physical Health</td> <td>4,564</td> <td>61.34%</td> </tr> <tr> <td>Mental Health</td> <td>1,802</td> <td>24.22%</td> </tr> <tr> <td>Learning Disability</td> <td>870</td> <td>11.69%</td> </tr> <tr> <td>Other Vulnerable People</td> <td>171</td> <td>2.30%</td> </tr> <tr> <td>Substance Misuse</td> <td>33</td> <td>0.44%</td> </tr> </tbody> </table>	Category			Physical Health	81,652	46.48%	Mental Health	62,032	35.31%	Substance Misuse	22,092	12.58%	Learning Disability	9,894	5.63%	Category			Physical Health	4,564	61.34%	Mental Health	1,802	24.22%	Learning Disability	870	11.69%	Other Vulnerable People	171	2.30%	Substance Misuse	33	0.44%	N/A
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3. Gender reassignment	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact.	N/A																																	
4. Pregnancy and maternity	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact.	N/A																																	

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5. Race / Ethnicity	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<p>No foreseen impact.</p> <p>Ethnic Group - Numbers and Proportion of total population (Equalities Data Dashboard 9/9/15) and client (SWIFT 14/10/15) breakdown of ethnicity</p> <table border="1" data-bbox="580 268 1391 963"> <thead> <tr> <th data-bbox="593 272 958 304">Ethnicity:</th> <th colspan="2" data-bbox="972 272 1189 304">Residential</th> <th colspan="2" data-bbox="1202 272 1384 304">Client Group</th> </tr> </thead> <tbody> <tr><td data-bbox="593 309 958 341">White British</td><td data-bbox="972 309 1055 341">2,622</td><td data-bbox="1068 309 1189 341">52.18%</td><td data-bbox="1202 309 1285 341">2,622</td><td data-bbox="1299 309 1384 341">52.18%</td></tr> <tr><td data-bbox="593 346 958 378">White Other</td><td data-bbox="972 346 1016 378">766</td><td data-bbox="1030 346 1189 378">15.24%</td><td data-bbox="1202 346 1247 378">766</td><td data-bbox="1261 346 1384 378">15.24%</td></tr> <tr><td 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Baptist			7	0.14%																																																																																																																																																																																													
Orthodox Church			6	0.12%																																																																																																																																																																																													
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Church Of Ireland			3	0.06%																																																																																																																																																																																													
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Equality strand	Affected?	Explain how affected	Indicate action taken/ or planned to mitigate impact?																					
7. Gender / sex	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Residential (Equalities Data Dashboard 9/9/15) and client (SWIFT 14/10/15) breakdown of Gender: <table border="1" data-bbox="582 236 1198 371"> <thead> <tr> <th>Gender:</th> <th>Residential</th> <th>Client Group</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>187,685 51.10%</td> <td>3,030 60.30%</td> </tr> <tr> <td>Male</td> <td>179,580 48.90%</td> <td>1,986 39.52%</td> </tr> <tr> <td>Unknown</td> <td></td> <td>9 0.18%</td> </tr> </tbody> </table>	Gender:	Residential	Client Group	Female	187,685 51.10%	3,030 60.30%	Male	179,580 48.90%	1,986 39.52%	Unknown		9 0.18%	N/A									
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8. Sexual orientation	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. See 9. Same sex civil partnerships give an indicator of homosexual relationships.	N/A																					
9. Marital Status	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Residential marital status breakdown (Equalities Data Dashboard 9/9/15) <table border="1" data-bbox="582 635 1393 989"> <thead> <tr> <th>Area</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Single (never married or never registered a same-sex civil partnership)</td> <td>36,679</td> <td>26.99%</td> </tr> <tr> <td>Married</td> <td>64,204</td> <td>47.24%</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>300</td> <td>0.22%</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>6,216</td> <td>4.57%</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>15,859</td> <td>11.67%</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>12,658</td> <td>9.31%</td> </tr> </tbody> </table>	Area			Single (never married or never registered a same-sex civil partnership)	36,679	26.99%	Married	64,204	47.24%	In a registered same-sex civil partnership	300	0.22%	Separated (but still legally married or still legally in a same-sex civil partnership)	6,216	4.57%	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	15,859	11.67%	Widowed or surviving partner from a same-sex civil partnership	12,658	9.31%	N/A
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10. Other key groups? Carers	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. No foreseen impact. Residential breakdown of carers (Equalities Data Dashboard 9/9/15) <table border="1" data-bbox="582 1185 1328 1353"> <thead> <tr> <th>Area</th> <th colspan="2">Barnet</th> </tr> </thead> <tbody> <tr> <td>Provides no unpaid care</td> <td>320,341</td> <td>90.85%</td> </tr> <tr> <td>Provides 1 to 19 hours unpaid care a week</td> <td>21,448</td> <td>6.08%</td> </tr> <tr> <td>Provides 20 to 49 hours unpaid care a week</td> <td>4,584</td> <td>1.30%</td> </tr> <tr> <td>Provides 50 or more hours unpaid care a week</td> <td>6,224</td> <td>1.77%</td> </tr> </tbody> </table>	Area	Barnet		Provides no unpaid care	320,341	90.85%	Provides 1 to 19 hours unpaid care a week	21,448	6.08%	Provides 20 to 49 hours unpaid care a week	4,584	1.30%	Provides 50 or more hours unpaid care a week	6,224	1.77%	N/A N/A						
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People with mental health issues	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. See 2.	N/A																					

Equality strand	Affected?	Explain how affected	Indicate action taken/ or planned to mitigate impact?									
Some families and lone parents	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Lone Parents with Dependent Children - Number and Proportion of Total Residents (Equalities Data Dashboard 9/9/15) <table border="1" data-bbox="582 268 1361 375"> <thead> <tr> <th colspan="3">Barnet</th> </tr> </thead> <tbody> <tr> <td>Total Residents</td> <td colspan="2">352,597</td> </tr> <tr> <td>One family only: Lone parent: Dependent children</td> <td>28,889</td> <td>8.19%</td> </tr> </tbody> </table>	Barnet			Total Residents	352,597		One family only: Lone parent: Dependent children	28,889	8.19%	N/A
Barnet												
Total Residents	352,597											
One family only: Lone parent: Dependent children	28,889	8.19%										
People with a low income	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact.	N/A									
Unemployed people	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact. Annual Population Survey (Employment Rate % (16-64)) March 2015 (Equalities Data Dashboard 9/9/15) <table border="1" data-bbox="582 655 999 794"> <thead> <tr> <th colspan="2">Barnet</th> </tr> </thead> <tbody> <tr> <td>All Persons</td> <td>68.20%</td> </tr> <tr> <td>Male Employment Rate</td> <td>75.00%</td> </tr> <tr> <td>Female Employment Rate</td> <td>61.70%</td> </tr> </tbody> </table>	Barnet		All Persons	68.20%	Male Employment Rate	75.00%	Female Employment Rate	61.70%	N/A	
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All Persons	68.20%											
Male Employment Rate	75.00%											
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Young people not in employment education or training	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	No foreseen impact.	N/A									

5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

Data about the following is already collected and monitored on a regular basis:

- Satisfaction rates.
- Carers and resident surveys.

Any unforeseen adverse impact of this restructure would probably be reflected in a decrease of these metrics. If there is any unexpected change in these metrics, it will be investigated.

6. Initial assessment of overall impact

Positive Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input type="checkbox"/>	No Impact <input checked="" type="checkbox"/>
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7. Scale of impact

Positive impact Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	
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8. Outcome

No change to decision <input type="checkbox"/>	Adjustment needed to decision <input type="checkbox"/>	Continue with decision <i>(despite adverse impact/ missed opportunity)</i> <input checked="" type="checkbox"/>	If significant negative impact - Stop/ rethink <input type="checkbox"/>
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9. Please give a full explanation for how the initial assessment and outcome was decided.

The Adults Joint Commissioning Unit (JCU) brings together health and social care commissioning activity across Barnet through a shared joint work programme. As a commissioning function, the team does not provide direct services to any client group.

The role of the JCU is to deliver the overarching aims of Barnet's Health and Wellbeing Strategy and the commissioning intentions articulated in the Council's Corporate Plan and Barnet CCG's strategic plans. The proposed changes to the structure of the JCU will not affect these overall objectives.

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.