

Equality Analysis Form

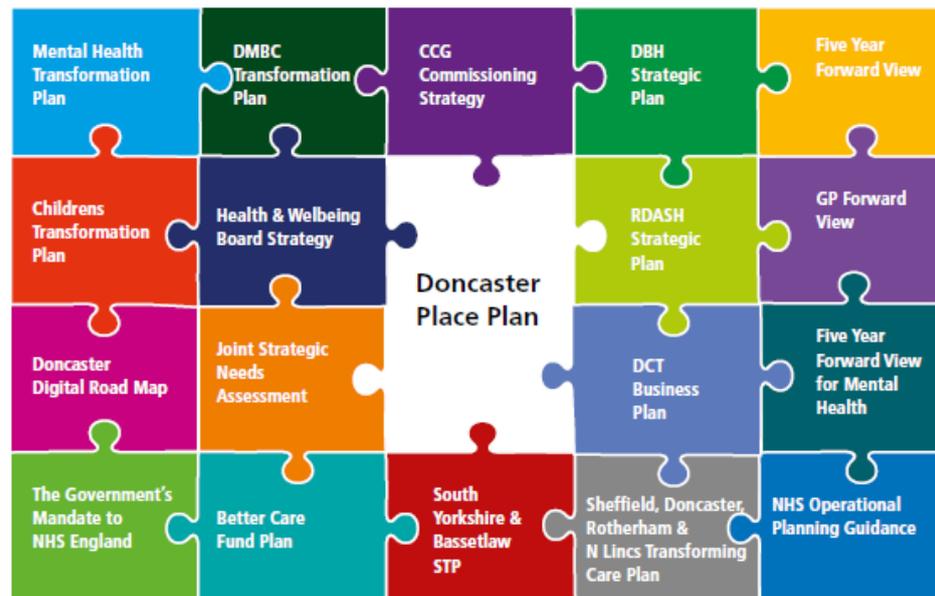
Subject of equality analysis	Doncaster Place Plan	
Type		Tick
	Policy	
	Strategy	X
	Business case	
	Commissioning service redesign	
	Contract / Procurement	
	Event / consultation	
Owner	Name:	Anthony Fitzgerald
	Job Title:	Chief of Strategy & Delivery
Date	October 2016	
Assessment Summary	<p>The Doncaster Health and Social Care community has a long history of working together in partnership to achieve positive change for local people. Each of the health and social care organisations within Doncaster already has plans for the future and these have often been developed in partnership. In some cases, such as the Better Care Fund Plan, the plans are jointly owned. However there is a strong view that in order to transform our services to the degree needed to achieve excellent, sustainable services in Doncaster we now require one shared vision and plan for the whole of Doncaster.</p> <p>For this reason the key leaders across health and social care in Doncaster have come together over summer 2016 to develop the Doncaster Place Plan and within it a shared vision. This is the first time in Doncaster that we've articulated a shared vision across health and social care and there has been significant contribution across a wide set of local organisations. The vision for the Place Plan is based around the development of an agreed set of design principles and a description of a future landscape for health and social care services in Doncaster.</p> <p>This equality analysis seeks to review the potential impact of the high-level Doncaster Place Plan and acknowledges that there will be further equality analysis / due regard statements on the cohorts which make up the plan.</p> <ul style="list-style-type: none"> • Prevention & Early Help • Integrated Intermediate Health & Social Care • Enablement & Recovery Services 	

Stakeholders		Tick
	Staff	X
	General public	X
	Service users	X
	Partners	X
	Providers	X
	Other	
Data collection and consultation	<p><u>Data</u></p> <p>Doncaster has a population of 304,000 (mid-year 2013 estimate). This is forecast to grow to 308,600 by 2021. The health of people in Doncaster is generally worse than the England average. Doncaster is one of the 20% most deprived districts/unitary authorities in England and about 24% (13,300) of children live in low income families. Overall health and wellbeing is improving in Doncaster for both men and women. However, too many people still experience poor health with too many dying prematurely (i.e. before the age of 75). In fact, Doncaster is ranked 124 out of 150 for premature deaths overall. Life expectancy for both men and women is lower than the England average by 2 years for men and 1.6 years for women. However, the inequality in life expectancy is more stark when comparing the most and least deprived areas of Doncaster, whereby it is 10.7 years lower for men and 7.1 years lower for women. Where people live, as well as education, housing, work, crime and the environment all contribute to health and wellbeing.</p> <p>The links between poverty and ill health are well established. Creating jobs, ensuring availability of affordable, good quality housing and targeting resources towards areas of greatest need are all important to reduce poverty and improve our health and wellbeing. Accordingly, Team Doncaster is increasingly focussed on prevention, integration and crucially, co-production with citizens and communities. Team Doncaster's priorities in addressing the wider determinants of health are:</p> <ul style="list-style-type: none"> • Business and job opportunities • Adult Health & Social Care enabling independence • Raising levels of Education and Skills • Safe, Clean and Green Environment • Life Chances for All <p>The Doncaster Place Plan is inextricably linked to Team Doncaster's work.</p> <p>We have mapped our key challenges to the Five Year Forward View's three aims/gaps.</p> <ul style="list-style-type: none"> • Care and quality gap <ul style="list-style-type: none"> • Fragmentation and complexity of health and social care services • Rising demand for health and social care services 	

- Workforce shortages and ensuring the right skill mix to meet future needs
- Health and wellbeing gap
 - Health in Doncaster is improving, but not as fast as the rest of the country
 - Life expectancy is 10.7 years lower for men and 7.1 years lower for women in the most deprived areas of Doncaster
- Finance and efficiency gap
 - The cost of delivering health and care services is increasing
 - Our current gap will be £139.5m by 2021

Consultation

The Doncaster Place Plan has been built up from the existing plans of local organisations. All of the consultations and engagements which supported the generation of these plans therefore also supported the development of the Doncaster Place Plan. There was therefore no additional consultation specifically on the draft plan because it represents a consolidation of existing consultations rather than requiring a “new” consultation.



However moving forwards, engagement will be central to achieving the vision in the Doncaster Place Plan, and engagement is clearly reflected in the draft plan.

Our vision for Doncaster will see changes in how and where services are delivered. They will be based more locally, within neighbourhoods and be more tailored to individuals’ and families’ needs. The corner stone will be the development of existing community assets and helping Doncaster people to build their own resilience within their community. This represents quite a shift for

	<p>Doncaster but will lay the groundwork for services to be more accessible and needs based for the different groups of people within Doncaster.</p> <p>It is therefore vital that we begin to engage around this, both with staff and the public and ensure that there is a single, agreed approach with a clear message. In order to do so there will be a Doncaster system-wide approach to developing key messages and communicating them effectively and consistently through the various channels that health and social care partners in Doncaster have at their disposal. This will be led by partner communication and engagement teams and facilitated through a Doncaster based forum. It is envisaged that timely, relevant communication and engagement systems will underpin the delivery of the place plan, continuing over a period of time, and not just be focused on an initial “burst” of activity.</p> <p>Whilst the engagement planned at this stage will be around the vision for Doncaster as a whole, it is recognised that there will need to be specific consultation around each transformation work-stream within each cohort. This will take place as each cohort, and the transformations within them, are developed. A similar approach will also be taken with regards to engaging around each work-stream of the STP as plans are developed. It is also expected that each transformation work-stream will give due regard to the effect on different groups, whilst sitting in the wider context of the Place Plan which enhances access to services through the development of neighbourhoods and strengthening of community assets.</p> <p>The success of the transformation programme will also depend on the degree of understanding and buy-in from a wider set of stakeholders from across Doncaster, not just health and social care, so effective, inclusive engagement, across Doncaster is vital. Early conversations have commenced at this Team Doncaster level, and stakeholders are beginning to consider the opportunities from coming together on this broader scale, including Police, Fire and Rescue, Housing, Doncaster Chamber, Voluntary Services and Doncaster College.</p>
--	---

Protected characteristic	Positive	Neutral	Negative	Negative: What are the risks? Positive: What are the benefits / opportunities?
Age	X			Intermediate Care services form one of the three cohorts and generally aim to benefit older people by helping them to live

Protected characteristic	Positive	Neutral	Negative	Negative: What are the risks? Positive: What are the benefits / opportunities?
				<p>independently for longer and have access to rapid help in a crisis.</p> <p>Prevention & Early Help forms one of the three cohorts and will aim to benefit younger people and their families to get help early for emerging conditions.</p>
Disability	X			<p>Intermediate Care services form one of the three cohorts and will generally aim to benefit people with either physical or mental disabilities by helping them to live independently for longer and have access to rapid help in a crisis.</p> <p>Enablement & Recovery Services forms one of the three cohorts and will generally aim to benefit people with either physical or mental disabilities to live independently for longer.</p>
Gender		X		<p>Each cohort will be assessed separately to understand the impact on gender. There is a neutral risk for the overall plan.</p> <p>Commissioned services aim to be gender neutral, but there may be a small benefit for women over men because there are more women than men in our over 65 population – the main users of intermediate care services.</p>
Race		X		<p>Each cohort will be assessed separately to understand the impact on</p>

Protected characteristic	Positive	Neutral	Negative	Negative: What are the risks? Positive: What are the benefits / opportunities?
				<p>race. There is a neutral risk for the overall plan.</p> <p>There is research to suggest that people from an ethnic minority background, recent migrants and people for whom English is not their first language can be disadvantaged when accessing services as they may be unaware of care which is available to them. This issue is particularly relevant to older people from a minority background. We have an opportunity to building the needs of people from different ethnicities into the cohorts as they develop.</p>
Religion & Belief		X		<p>Each cohort will be assessed separately to understand the impact on religion & belief. There is a neutral risk for the overall plan.</p>
Sexual Orientation		X		<p>Each cohort will be assessed separately to understand the impact on sexual orientation. There is a neutral risk for the overall plan.</p>
Gender reassignment		X		<p>Each cohort will be assessed separately to understand the impact on gender reassignment. There is a neutral risk for the overall plan.</p>
Pregnancy & Maternity	X			<p>Prevention & Early Help forms one of the three cohorts and will aim to benefit younger people and their families to get help early for emerging</p>

Protected characteristic	Positive	Neutral	Negative	Negative: What are the risks? Positive: What are the benefits / opportunities? conditions.
Marriage & Civil Partnership		X		There is a neutral risk for the overall plan. Intermediate Care services and Enablement & Recovery Services which form two of the three cohorts will generally aim to enable people live independently for longer – this may have a positive impact on married couples and civil partnerships, helping them to live together at home for longer.
Social Inclusion / Community Cohesion	X			There is evidence to suggest that lower socio-economic status is associated with poor access to information about care options. Prevention & Early Help forms one of the three cohorts and will aim to benefit people with prevention messages and their families – these people may not normally engage with health services.

Conclusion & Recommendations including any resulting action plan	<p>The Doncaster Place Plan has been assessed as having an overall positive impact on equality.</p> <p>Each of the three cohorts (Early Help & Intervention, Integrated Intermediate Health & Social Care, and Enablement & Recovery Services) will be subject to engagement and impact assessed separately upon their development and throughout the programmes of work.</p>
Review date	No review scheduled.