



APPENDIX
Equality Impact Assessment

What are you assessing? Please tick the appropriate box below.

Function	Strategy	Policy	Project	Other, please specify below
			Place Based Working: Next Steps	

<p>Service:</p> <p>Economic Affairs (Economy Directorate) on behalf of the place based integrated team (multi agency)</p>	<p>Section:</p>
<p>Responsible Officer:</p> <p>Helen Chicot</p> <p>Anne Nikolaou</p>	<p>Name of function/strategy/ policy/ project assessed:</p> <p>Options for an early adopter site for place based working.</p>
<p>Date of Assessment:</p> <p>21/06/2016</p> <p>Officers Involved:</p> <p>Helen Chicot</p> <p>Anne Nikolaou</p>	

1.What is the purpose of the function/strategy/policy/project assessed?

(Briefly describe the aims, objectives and purpose of the function/strategy/policy/project)

The adoption of a “way of working”; an approach that is based on principles drawn from the research and recommendations of academics, leaders, members of the community and workforce. These recommendations are available in the background papers. Paper 1 summarises all the research, findings and recommendations, paper 2 is a case study that tells the story of the Kirkholt Pilot and provides a link to all the evaluations and reports and Paper 3 is a proposed work plan.

The location of an Early Adopter site in the neighbourhood of College Bank and Lower Falinge, which has been identified by combining and layering data about where demand for crisis services happens most. The background papers. Paper 4 is a “restricted” analysis of the Greater Manchester Police data, Paper 5 is a layered report about demand and need in the College Bank and Lower Falinge area and Paper 6 is an extract from an externally commissioned report about housing and welfare needs, identifying that area as a priority because of the imminent impact of welfare reforms.

2.Who are the key stakeholders?

The people of the neighbourhoods of College Bank and Lower Falinge

3. What is the scope of this equality impact assessment? That is, what is included in this assessment.

The recommendation to locate the next phase of place based working (the early adopter) in the neighbourhoods of College Bank and Lower Falinge

4.Which needs is this function/strategy/ policy/ project designed to meet?

Early identification of unmet / unknown needs before crisis occurs in those households with complex needs / difficulties.

5.Has a needs analysis been undertaken?

Yes. A detailed and layered analysis covering all Local Authority data, combined with Greater Manchester Police data outlining the priority areas for demand reduction / vulnerability and a housing needs analysis, focusing on the impacts of forthcoming welfare reforms.

6.Who is affected by this function/strategy/ policy/ project?

People with complex needs who are unlikely to be currently known to services.

7.Who has been involved in the review or development of this function/strategy/ policy/ project and who has been consulted? State your consultation/involvement methodology.

A lot of evaluation and partner involvement has gone into this work so far. We were able to draw on external funding to help us robustly and impartially evaluate the project and the approach. This helped us to understand what works when integrating services in a place. We discussed these findings with leaders from across the borough and Greater Manchester, along with the community and workforce involved in the pilot project. Put simply, the indication is: Do more of this work by:

- Rolling this approach out
- Keep looking at Kirkholt. This is to find out, now we've been able to reduce the intensity of work, whether the change lasts; whether the demand increases again (and if it does, whether that's from the same or new sources)

Link with and inform wider workstreams, such as locality working and early help

8.What data have you considered for this assessment and have any gaps in the data been identified. What action will be taken to close any data gaps?

See section 5 (above)

9. Are there any other documents or strategies which are linked to this assessment? If so, please include hyperlinks to these documents below, where available.

The “Making a Difference in Kirkholt” pilot was complex and cut across many strands of public sector work. As such, the evidence and evaluation content is focused on different thematic areas.

The following provides a summary of the available evidence with contact information or links to enable access to relevant documents:

SUITE OF PROJECT EVALUATIONS:

Ethnographic evaluation

Sheffield University undertook detailed ethnography over a three month period towards the start of the pilot. This document provides a brief literature review and an ethnographic study (heavily redacted to preserve confidentiality) including findings and recommendations:

<http://www.rochdale.gov.uk/pdf/2016-05-27-Summary-of-ethnographic-study-Kirkholt-Integrated-Partnership-Team.pdf>

Summary evaluation

Manchester Metropolitan University have provided a summary of the project evaluated, the methods of evaluation, findings and recommendations:

<http://www.rochdale.gov.uk/pdf/2016-05-17-Making-a-Diff-Exec-SummaryHMCL-41.pdf>

Full evaluation

Manchester Metropolitan University undertook a full project evaluation including interviews with service users and staff, case reviews and validation of the outcomes data. This is the full report including detailed findings, conclusions and recommendations:

<http://www.rochdale.gov.uk/pdf/2016-05-27-Making-Difference-Eval-Report-V14-HMCL-41.pdf>

Cost Benefit Analysis

The full Cost Benefit Analysis (CBA) is not publishable, due to technical constraints, though we're happy to share the source document. This can be arranged by emailing community.champion@rochdale.gov.uk. The proposition summary here describes the process and findings of the CBA, which was validated in February 2016:

<http://www.rochdale.gov.uk/pdf/2016-05-27-Proposition-Summary-for-CBA-DDIN-Making-a-Difference-in-Kirkholt.pdf>

CONTEXT OF THE PLACE PILOT:

Area profile 2014

This document was the basis on which the decision to pilot integrated place based working in Kirkholt was made:

<http://www.rochdale.gov.uk/pdf/2016-05-17-Kirkholt-Area-Profile-final.pdf>

Health profile 2013

The project found positive impact on premature mortality, which was not part of the scope originally. This health profile outlines the context, with reference to a shorter life expectancy in the more deprived areas of the borough of around 10 years.

[http://www.rochdale.gov.uk/pdf/2016-05-17-HealthProfile2013Rochdale00BQ-\(1\).pdf](http://www.rochdale.gov.uk/pdf/2016-05-17-HealthProfile2013Rochdale00BQ-(1).pdf)

NATIONAL PILOT: A CITIZENS' CURRICULUM

The Making a Difference in Kirkholt pilot trialled [Learning and Work Institute's](#) “Citizens’ Curriculum” approach to engaging people into learning which is led by them and which embeds a range of capabilities which are relevant to their everyday lives. Two phases of a Citizens’ Curriculum pilot have been undertaken in the context of integrated service delivery in Kirkholt and these documents highlight the impact:

Citizens' Curriculum Infographic

This image summarises the findings from phase 1 of the Citizens’ Curriculum Pilot in Kirkholt:

<http://www.rochdale.gov.uk/rbcimages/2016-05-17-Citizens-Curriculum-Infographic.jpg>

Brief Literature Review

This document summarises citations of the Making a Difference in Kirkholt Pilot in national documents relating to the Citizens' Curriculum:

[http://www.rochdale.gov.uk/pdf/2016-05-17-Literature-Review-of-Citizens-Curriculum-\(navigation\).pdf](http://www.rochdale.gov.uk/pdf/2016-05-17-Literature-Review-of-Citizens-Curriculum-(navigation).pdf)

Towards a Citizens' Curriculum

Describes a Citizens' Curriculum approach along with the findings of the national phase 1 pilot:

<http://www.rochdale.gov.uk/pdf/2016-05-17-Citizens-Curriculum-report-FINAL.pdf>

European Agenda for Adult Learning

The final report, December 2015 (p12-14) highlights the impact of the Kirkholt (and similar) projects on the basic skills challenge in England:

[http://www.rochdale.gov.uk/pdf/2016-05-17-Final-European-Report-2014-15-Final-LR\(1\).pdf](http://www.rochdale.gov.uk/pdf/2016-05-17-Final-European-Report-2014-15-Final-LR(1).pdf)

Peer Review

This critique of the Rochdale phase 1 pilot was undertaken by a panel of peers and academics as part of the European Agenda for Adult Learning England Impact Forum:

<http://www.rochdale.gov.uk/pdf/2016-05-17-Europe-Adult-Learning-Peer-review-of-Rochdale-Citizens-Curriculum.pdf>

OTHER RELATED INFORMATION

Premature Mortality

During the process of partnership working, it became evident that the work was having a potential positive impact on premature mortality by preventing early deaths (2 attributable cases) or contributing to actions that help prevent early deaths (up to 14 additional cases). These slides outline how the Kirkholt pilot work fit with proposals for good practice in communities, based on Public Health evidence, to support work which helps reduce the likelihood of premature mortality.

<http://www.rochdale.gov.uk/pdf/2016-06-02-System-and-scale-into-Community-Engagement.pdf>

10. What impact will this function/strategy/policy/project have on all the protected groups? This includes both positive and potentially negative impacts.

Race Equality

Potentially positive. The data analysis indicates the neighbourhoods of College Bank and Lower Falinge to be priorities for the next steps.

Lower Falinge, in particular has a high level of diversity across the community and a disproportionately high volume of people from BME communities, expected to benefit from this work.

Disabled People

Potentially positive. The data analysis indicates the neighbourhoods of College Bank and Lower Falinge to be priorities for the next steps.

Both areas have a disproportionately high volume of people who are claiming sickness and

disability related benefits, expected to benefit from this work.
Carers
<p>Potentially positive. The data analysis indicates the neighbourhoods of College Bank and Lower Falinge to be priorities for the next steps.</p> <p>Both areas have a disproportionately high volume of people who are claiming sickness and disability related benefits, and the nature of the work indicates that their carers are expected to benefit from this work.</p>
Gender
<p>Potentially positive. The data analysis indicates the neighbourhoods of College Bank and Lower Falinge to be priorities for the next steps.</p> <p>The college bank area includes a disproportionately high volume of single men who are not currently known to, or engaging with services, expected to benefit from this work.</p>
Age
<p>Potentially positive. The data analysis indicates the neighbourhoods of College Bank and Lower Falinge to be priorities for the next steps.</p> <p>The project is designed to address particular inequalities associated with ages across the life course. In particular:</p> <ul style="list-style-type: none"> - Men in their 30s and 40s who are currently not involved in healthy lifestyle activities, or engaging with any services. - Young people who are likely to be negatively impacted by forthcoming welfare reforms - Lone young parents
Armed Forces and Ex-Armed Forces Personnel
Neutral. Data not known.
Sexual Orientation
Neutral. Data not known.
Gender Reassignment
Neutral. Data not known.

Religion or Belief
Neutral. Data not known.
Pregnant Women or Those on Maternity Leave
Neutral. Not included in the scope of this work in any particular way.
Marriage or Civil Partnership
Neutral. Data not known.
11.What are your main conclusions from this analysis?
This work is likely to have a positive or neutral equality impact across the protected groups.
12.What are your recommendations?
This assessment supports the recommendations in the report.
13.What actions are you going to take to address the findings of this assessment? Please attach an action plan including details of designated officers responsible for completing these actions.
The project workplan (attached in the report)

Signed (Completing Officer): Helen Chicot Date:21/06/2016

Signed (Head of Service): Susan Ayres Date: 21/06/2016
