

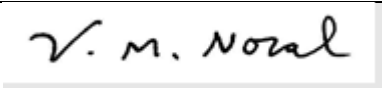
## Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Refocusing Mental Health Social Work
<b>Brief Service Profile (including number of customers)</b>	The section 75 NHS Act 2006 allows Local Authorities to work in co-operation with health authorities to deliver conjoined services. In Southampton, we provide our core adult mental health social work service in an integrated care approach with social work staff in Community Mental Health Teams (CMHTs), an Assertive Outreach Team (called SOT) and a Crisis and Home Treatment Team (CRHTT). We currently support in 323 clients (according to PowerBI under the primary support reason of mental health – both active and legacy service receiving a service from SCC) with the majority receiving a mixture of a health and social care service from social work and non-social work healthcare professionals.
<b>Summary of Impact and Issues</b>	Change of working practice will require some embedding and reorientation of space and time. Relationship/partnership challenges with SHFT around the decision to disaggregate. Short term impact on relationship with clients / residents around change/new Care Coordinator and handover phase which requires careful and compassionate planning with SHFT staff and SCC staff. Short-term impact on staff around relocation and reordination to social work practice.
<b>Potential Positive Impacts</b>	Enhanced compliance of all our core statutory duties, including safeguarding, early intervention and prevention and a re-focus on the Corporate Plan 2022/30, as we shall have control of our own SCC staff. Increase productivity: early intervention and prevention agenda, no ‘ <i>severe and enduring</i> ’ health-based criteria shall apply to accessing

	<p>services and transformation movement towards the 'Social Work for Better Mental Health' statement (DOH).</p> <p>Social work professionals will be line managed, supported, and supervised by other social work managers.</p> <p>Improving our ability to respond to proposed changes, such as safeguarding the future of LPS, White Paper (Mental Health Act) and increasing our ability to train AMHPs, BIAs/AMCPs and revisit community-based models of practice (Asset-Based Community Development)</p> <p>Be able to offer mental health expertise to our social work teams across the Council.</p> <p>In year and ongoing savings.</p>
<b>Responsible Service Manager</b>	<b>Gary Spencer-Humphrey</b>
<b>Date</b>	<u>03/07/2023</u>

<b>Approved by Senior Manager</b>	<u>Vernon Nosal</u>
<b>Signature</b>	
<b>Date</b>	<u>03/07/23</u>

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	None identified	
<b>Disability</b>	Whilst developing a new model of social care mental health structure, there may be in the short-term misunderstanding of the new role of a Mental Health Social Worker.	We shall ensure that patients are made aware in advanced if they are going to have a transition to a new worker. We shall transition the worker before the s75 disaggregates and NHS Health shall monitor the person's welfare and wellbeing in accordance with their NHS duties under the NHS Act 2006. The Senior Manager for Mental Health (or a deputy) shall chair a bi-weekly Transfer of Care meeting towards the end period

		of disaggregation (which will last for 6 weeks).
<b>Gender Reassignment</b>	None identified	
<b>Marriage and Civil Partnership</b>	None identified	
<b>Pregnancy and Maternity</b>	None identified	
<b>Race</b>	None identified	
<b>Religion or Belief</b>	None identified	
<b>Sex</b>	None identified	
<b>Sexual Orientation</b>	None identified	
<b>Community Safety</b>	None identified	
<b>Poverty</b>	None identified	
<b>Other Significant Impacts</b>	None identified	