

Equality Analysis Form

The following questions will document the effect of your activity on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty. The Equality Analysis (EA) guidance should be used read before completing this form.

Section 1: Responsibility

EDHR Reference : Your ref:

1 Name & role of person completing the EA:	Pete Pawson – Programme Manager, Thriving Communities Sarah Whittle - Community Services Innovation Project Officer
2 Service/ Corporate Area	Thriving Communities - Oldham Locality Transformation Programme
3 Head of Service or Director (as appropriate):	Rebekah Sutcliffe - Strategic Director of Reform
4 Who is the EA for?	Oldham Cares
4.1 Name of Other organisation if appropriate	

Section 2: Aims & Outcomes

5 What is being proposed? Please give a brief description of the activity. <input type="checkbox"/>	<p>The Thriving Communities (TC) programme can be viewed as the bedrock of the Oldham Cares programme and a central plank of the Oldham Plan. It focuses on maintaining, building and growing community capacity across the borough to develop a consistent and effective way of working collaboratively in partnership with the Voluntary, Community, Social, Faith and Enterprise (VCSFE) sector to enable people in Oldham to live healthier, more resilient and better lives.</p> <p>Thriving Communities is a platform for change and one of the key pillars central to the refreshed Oldham Plan 2017-2022. The model demonstrates how Thriving Communities, Inclusive growth and Co-operative services, enabled by a simultaneous and conscious investment in public service reform and empowering communities, will deliver on the ambitions and aspirations for Oldham – people and places.</p> <p>The Thriving Communities Programme supports delivery of these ambitions and is one of four key transformation areas outlined in Oldham’s Locality Plan.</p> <p>The approach will be built on a number of principles, including;</p> <ul style="list-style-type: none"> • Build social capital and infrastructure, • Reconnect people, place and public services in ways which delivers improved health outcomes • Reduce the levels of reactive demand aspired to in this and other transformation areas. <p>There will be investment in social and physical infrastructure to build strong, resilient and sustainable networks to deliver and support change; community innovation (with one focus being all-age social isolation and loneliness); Fast action grants to help place-based workers make small changes happen; developing a co-operative workforce with the right skills and operating environment. Real and tangible co-production redefines the relationship between the public and public services. Community generated insight will support service design, fuel conversations and create the conditions for social movements and actions to flourish.</p> <p>The Thriving Communities platform supports the three other transformation themes within the Oldham Locality Plan and specifically delivers against GM Transformation themes;</p> <ul style="list-style-type: none"> • Radical upgrade in population health prevention
---	--

6 Why is it needed? Please give a brief description of the activity.	<p>The objectives of Thriving Communities Programme are as follows;</p> <ul style="list-style-type: none"> • To deliver direct improvement to the health and wellbeing of all people living in Oldham and in doing so help address health inequality. • To adopt an asset based approach to commissioning that draws upon the strengths of individuals, families and communities and supports a thriving VCSFE across the borough. • To work with the VCSFE to develop a sustainable approach to funding of the sector. • To further connect and maximise the impact of the VCSFE and help align it to the needs of residents • To maintain and grow community capacity across the borough. • To engage people and communities in the design and delivery of services. • To develop an approach to social prescribing that supports the whole of the Oldham Cares system and bridge dependencies with other elements of reform such as place based integration. • To support early intervention and prevention. • To support the building of the Oldham brand and attract investment to the borough. • To ensure that the resources of the wider social care system are directed towards places and the people that need it most and enable positive demand management. <p>Main workstreams:</p> <p>Insight - The insight workstream identifies and describes existing community capacity, identifies and builds good practice, captures evidence of impact, conducts further research where necessary and in doing so enables the wider programme to provide the all-important prioritise activity and target its resources</p> <p>Leadership & workforce – The leadership and workforce workstream will help reshape the way leadership and workforce development is undertaken across the borough to enable our staff and leaders to more consistently adopt an asset and place based approach. This will support the wider GM Leaders work.</p> <p>Social Action & Infrastructure – The delivery workstream of Thriving Communities helping improve people’s lives through the Asset Based Community Development work to support the development</p>
--	--

7 What are the intended outcomes of the activity?	<p>Thriving Communities has given (via the Investment Agreement) commitment to 6 key outcome areas from the ICO. The outcome and Thriving Communities (TC) contributions are detailed below:</p> <ul style="list-style-type: none"> • Reduction in waiting times at A&E (1Y) - TC will support by growing community capacity and helping support individuals and communities to be more resilient. • Mental Health (5Y) - TC will help establish the register of Community Assets which will support a range of patients including those with mental health needs to access community assets such as walking clubs, friending and socialisation groups using formal and informal signposting where appropriate helping to support IAPT and reduced pressure on non-community services. • Reduction in child obesity (8) - Development of Thriving Communities index. Engagement of individuals and communities in the programme. Fast Grants and Social Action Grants will see delivery of initiatives and offers that will help tackle child obesity. Food growing, cooking, playable spaces etc. • Diabetes prevention (9Y) - TC will start to address behaviour change within our population by developing the referral routes from Primary and Social Care into smoking support community assets and services. • Implementation of Maternity Review recommendations (10) – will start to address behaviour change within our population. • Improve out of hospital care (11) - We are developing further approaches to demand management through our Thriving Communities programme, for example by linking the referral process from
---	---

8 Date of completion of analysis (and date of implementation if different). Please explain any difference	
9 Who does it affect? Select from the drop down box. If more than one group is affected, use the drop down box more than once.	Service Users/Patients, Carers/Family, CCG Staff, Other

- Other:
- Residents across the borough and in particular Place Based Initiative sites
 - Partners including GMP, Housing and Health
 - Community Groups
 - Action Together and VCSFE Sector
 - Businesses

Establishing Relevance to Equality & Human Rights

10 What is the relevance of the activity to the Public Sector Equality Duty? Select from the drop down box and provide a reason.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for Relevance
To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	No	
To advance equality of opportunity between people who share a protected characteristic and those who do not.	No	
To foster good relations between people who share a protected characteristic and those who do not	No	

10.1 Use the drop down box and advise whether the activity has a positive or negative effect on any of the groups of people with protected equality characteristics and on Human Right

Protected Equality Characteristic	Positive (Yes/No)	Negative (Yes/No)	Explanation
Age			Not sure - overall potential negative impact on groups and communities minimal/none
Disability	No	No	
Gender			Not sure - overall potential negative impact on groups and communities minimal/none
Pregnancy or maternity			Not sure - overall potential negative impact on groups and communities minimal/none
Race			Not sure - overall potential negative impact on groups and communities minimal/none
Religion and belief			Not sure - overall potential negative impact on groups and communities minimal/none
Sexual Orientation	No	No	
Other vulnerable group	Yes	No	Positive impact for residents of particular neighbourhoods
Marriage or Civil Partnership	No	No	
Gender Reassignment	No	No	
Human Rights	No	No	

If you have answered No to all the questions above and in question 10, explain below why you feel your activity has no relevance to Equality and Human Rights.

This document is an overarching EIA for the Thriving Communities programme, however, individual EIAs will be completed for each individual component/project as necessary.

Section 4: Equality Information and Engagement

11 What equality information or engagement with protected groups has been used or undertaken to inform the activity. Please provide details.

Details of Equality Information or Engagement with protected groups	Internet link if published & date last published
None directly undertaken due to the universal service nature of TC. Engagement activity will be undertaken with relevant protected groups as part of Equality Analysis and consultation for each individual component/project.	None published.

11.1 Are there any information gaps, and if so how do you plan to address them	None identified up to date.
--	-----------------------------

Section 5: Outcomes of Equality Analysis

12 Complete the questions below to conclude the EA.

<p>What will the likely overall effect of your activity be on equality?</p>	<p>It is anticipated that the overall negative impact on groups and communities will be negligible.</p> <p>Thriving Communities is a new and funded transformation programme which seeks to create opportunities for residents and community groups in an asset based manner and will be a universal provision with Oldham priorities like loneliness prioritised.</p> <p>Additionally, whilst it is not a programme aim to make a financial saving, it is anticipated that the programme will generate savings for the Oldham local economy as it progresses and delivers against its outcomes.</p>
<p>What recommendations are in place to mitigate any negative effects identified in 10.1?</p>	<p>Full Equality assessment to be undertaken - initial screening undertaken as part of the development of the Thriving Communities Programme Business Case (see Section 10).</p> <p>Any actions that are arrived at as part of the fuller assessment to mitigate any disproportionate positive or negative impacts will be included in the associated action plan and an updated version of the EA.</p> <p>Individual EIAs will be completed for each individual component/project as necessary and actions agreed to mitigate risks as appropriate</p>
<p>What opportunities have been identified for the activity to add value by advancing equality and/or foster good relations?</p>	<p>TC is a universal style offering</p> <p>Individual EIAs will be completed for each individual component/project as necessary and activity agreed to add value as appropriate.</p>
<p>What steps are to be taken now in relation to the implementation of the activity?</p>	

Section 6: Monitoring and Review

13 If it is intended to proceed with the activity, please detail what equality monitoring arrangements (if appropriate) will be in place to monitor ongoing effects? Also state when the activity will be reviewed.

Monitoring will be done through the CLES framework and CLES tracking.B29