

## 8. Equality Impact Assessment

Lead Officer:	Rebekah Sutcliffe - Sponsor
People involved in completing EIA:	Pete Pawson – Programme Manager Sarah Whittle
Is this the first time that this project, policy or proposal has had an EIA carried out on it? If no, please state date of original and append to this document for information.	Yes

### General Information

1a	Which service does this project, policy, or proposal relate to?	Thriving Communities - Oldham Locality Transformation Programme
1b	What is the project, policy or proposal?	<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"> <li>• Build social capital and infrastructure,</li> <li>• Reconnect people, place and public services in</li> </ul>

		<p>ways which delivers improved health outcomes</p> <ul style="list-style-type: none"> <li>• Reduce the levels of reactive demand aspired to in this and other transformation areas.</li> </ul> <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"> <li>• Radical upgrade in population health prevention</li> <li>• Transforming community based care and support</li> <li>• Enabling better care</li> </ul>
1c	What are the main aims of the project, policy or proposal?	<ul style="list-style-type: none"> <li>• To deliver direct improvement to the health and wellbeing of all people living in Oldham and in doing so help address health inequality</li> <li>• To adopt an asset based approach to commissioning, that draws upon the strengths of individuals, families and communities and in doing supports a thriving VCSFE across the borough</li> <li>• To work with the VCSFE to develop a sustainable approach to funding of the sector</li> <li>• To maintain and grow community capacity across the borough</li> <li>• To engage people, and communities in the design and delivery of services</li> <li>• 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</li> <li>• To support early intervention and prevention</li> <li>• To support the building of the Oldham brand and attract investment to the borough</li> </ul>

- In doing so ensure that the resources of the wider social care system are directed towards places and the people that need it most and that it enables positive demand management

**Main workstreams;**

**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

**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.

**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 of social prescribing and also by the commissioning of community initiatives via the Social Action Fund and Fast Grants to deliver real change in the way Oldham people live their lives and interact with and are supported by formal, informal services and each other.

**Thriving Communities Hub** - The TC Hub is the establishment of a new way of working with the VCSFE and the public sector. Consulting and coproducing around key themes to define the function (including funding flows, system change and commissioning) and then building the form which services the sector best.

**Funding** - The funding workstream will be looking at drawing in additional match-funding towards the programme. This could double or treble the impact of the programme but the essential core budget needs to be there in the first place to develop this reach and attract funding into Oldham Cares.

**Wider Engagement** – This workstream looks at ensuring stakeholders are strategically aligned to the direction of Thriving Communities programme and the new asset and place based way of working and thinking.

1d	Who, potentially, could this project, policy or proposal have a detrimental effect on, or benefit, and how?	<ul style="list-style-type: none"> <li>Residents across the borough and in particular Place Based Initiative sites</li> <li>Partners including GMP, Housing and Health</li> <li>Community Groups</li> <li>Action Together and VCSFE Sector</li> <li>Businesses</li> </ul>
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1e. Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups? If so, is the impact positive or negative?				
	None	Positive	Negative	Not sure
Disabled people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Particular ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Men or women (include impacts due to pregnancy / maternity)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in a Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People in particular age groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Groups with particular faiths and beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?				
Residents of particular neighbourhoods		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

1f. What do you think that the overall NEGATIVE impact on groups and communities will be?	None / Minimal	Significant
	<input checked="" type="checkbox"/>	<input type="checkbox"/>

1g	Using the screening and information in questions 1e and 1f, should a full assessment be carried out on the project, policy or proposal?	Yes <input type="checkbox"/>
1h	How have you come to this decision?	Thriving Communities is not a programme which seeks to make a

		financial saving but will generate savings, it is in fact a new and funded transformation programme which seeks to create opportunities for residents and community groups in an asset based manner.
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