

Hull City Council

Equality Impact Analysis Screening Tool 2025



The purpose of carrying out this equality impact analysis is to provide evidence that you have paid 'due regard' to the different protected characteristics when making your decision upon the policy, service, or function. It is also a tool that will enable you to meet the 3 aims of the general equality duty:

1. **Eliminating unlawful discrimination**
2. **Advancing equality of opportunity**
3. **Fostering good relations**

Title of policy, project, service, function, or strategy?
Additional Funding to Deliver the Adult Social Care CQC Improvement Plan

Directorate:	Adult Social Care and Health
Service:	Adult Social Care and Neighbourhoods and Housing
Lead Officer:	Gemma Laister, Strategic Lead for Improvement and Assurance
Date:	15/12/2025

Section 1. Introduction and Context
What is the aim of the policy, project, service, function, or strategy?
<p>The recent Care Quality Commission (CQC) Local Authority assessment report for Adult Social Care (ASC) in Hull gave a score of '1' (significant shortfalls) in two quality statements (Assessing needs and Supporting people to lead healthier lives), due to in the most part waiting lists and backlogs. There is a requirement for Hull City Council to have a clear plan in how the shortfalls are going to be addressed and how the risk of increasing waiting lists can be mitigated.</p> <p>The proposals will address backlogs in Occupational Therapy (OT) assessments, adaptations and OT Technician delivery; statutory annual reviews of care and support; and deprivation of liberty safeguards (DoLS). Two additional proposals will enhance the current ASC offer to people in Hull, these are expansion of the use of technology-enabled care and the expansion of the Hull Shared Lives scheme.</p>
What outcomes will be achieved with the new or changing policy/service?
<ul style="list-style-type: none"> • Improved experience for people with care and support needs with reduced wait times with more rapid access to equipment and adaptations. • Improved oversight of care and support through statutory annual reviews and DoLS resulting in better protection of people with care and support needs' rights and ensuring that the right level of and least restrictive care and support is in place to best meet their needs • Improved assistive technology offer for people with care and support needs to increase or maintain independence. • Expanded offer of Shared Lives, often described as foster care for adults with care and support needs as an alternative to other types of accommodation and care e.g. residential care.
Are there any associated/ linked policies, services, or procedures? If yes, please detail: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Hull City Council has very clear duties under the Care Act 2014 around Prevention. Section 2 sets out:

Preventing needs for care and support

(1) A local authority must provide or arrange for the provision of services, facilities or resources, or take other steps, which it considers will—

- (a) contribute towards preventing or delaying the development by adults in its area of needs for care and support;
- (b) contribute towards preventing or delaying the development by carers in its area of needs for support;
- (c) reduce the needs for care and support of adults in its area;
- (d) reduce the needs for support of carers in its area.

The proposal provides an enhanced and therefore will contribute to the Council delivering against this statutory duty and it also links to the Adult Social Care operating model and procedures.

The implementation of the recommendations will contribute to the following ambitions in the different plans/strategy:

- The Community Plan Ambition 2 – A Healthier and Fairer Hull and specifically the priorities to support people to be healthy, independent and more resilient; and ensuring all communities in our city have equal opportunities to achieve their full health potential.
- Council Plan, ‘Making it happen’ - Prioritise investment in preventative services, increase integration, and create the conditions that support good health, wellbeing and safety for individuals, families and communities; Ensure that we consider all the health and wellbeing implications in the design, delivery, and implementation of our decisions to support people to live more active and independent lifestyles; and Lead on the development and delivery of services which support residents in ways that work best for them and help to create environments that assist people to thrive.
- Health and Wellbeing Strategy – supporting both “Proactive Prevention” and “Reducing Health Inequalities”.

Section 2. Please use this part of the screening tool identify any positive or negative impacts on the different protected characteristics. Please ensure that you refer to any research or data you have used to identify these impacts.

Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc.

	Potential Positive Impact	Potential Negative Impact	No Disproportionate Impact	Additional Information (include reference to any consultation or research here)
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proposed investment and improvements will improve outcomes for older people as more older people receive care and support than younger people. Shared Lives expansion will benefit younger people who are transitioning from children's services particularly young people in foster care or supported lodging and also young people who require respite.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The additional investment will have a positive impact on disabled people through maximising their independence and through ensuring that their care and support is reviewed in a timely way to ensure it best meets their needs and is proportionate and least restrictive.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage or Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

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Pregnancy or Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Non-Statutory - Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Who Does the policy or decision impact?			
	Yes	No	Indirectly
People who draw on services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers or Family	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Public	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Partner Organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Should a full EIA be completed for this policy, project, service, function, or strategy?	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Please explain the reason for this decision. <i>Please use the box below to identify whether or not the policy, function or service has specific relevance to equality and will therefore need to undergo a full Equality Analysis</i>	
The proposals will have a positive impact on disabled people through reducing wait times and enabling access to equipment; adaptations; and technology in a timely way. The proposals will also provide more choice and control for disabled people as well as protecting their Human Rights.	
A broader analysis of protected characteristic data across ASC will measure whether there are any differential outcomes for people with different protected characteristics and action will be taken address these differences within the operating model	

including OT services; reviewing; DoLS assessments; provision of assistive technologies; and Shared Lives. This will be done as part of the wider operating model review.

Section 3. Quality assurance and publishing

This EIA will be reviewed by the Equalities Team and signed off and will be published with the Cabinet report.

Senior Officer	Liz Jamil	Date:	18/12/2025
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Equality Officer		Date:	08/12/2026
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