

Associated guidance for this document can be found [here](#). Each section has a link to the relevant section within the guidance document.

1 Details of the activity (i.e. the policy, strategy, service, project or function)

1.1 Directorate	Adult Services
1.2 Service	Social Work

1.3 Title of the activity (i.e. the policy, strategy, service, project or function):
Urgent and Emergency Care Services

1.4 Brief description of the activity:
To improve outcomes within Urgent and Emergency Care services by helping more people avoid hospital and better support people leaving hospital to be independent. An improved Reablement service could reduce the long-term home care package 1.87 hours per person per week and support additional people using Reablement. Opportunity to give up to 40% of people a more ideal outcome upon discharge. Reduce length of stay and increase effectiveness in short term beds, giving more people an improved outcome.

1.5 If the activity involves working with other directorates, partners or joint commissioning please state who is involved:
Adult Social Care, SCAS, STFST, ICB

1.6 Will all or part of the activity be delivered through a provider external to the Council? If Yes, please refer to the Corporate Procurement Processes
Yes

1.7 If Yes, please explain what element(s) of the activity will be delivered through an external provider:
Hospital admission avoidance, community health services and system flow

1.8 Which areas of the city will be impacted?	
Whole City	<input checked="" type="checkbox"/>
Coalfield	<input type="checkbox"/>
East	<input type="checkbox"/>
North	<input type="checkbox"/>
Washington	<input type="checkbox"/>
West	<input type="checkbox"/>
Internal Council Activity – Impact on employees	<input type="checkbox"/>

1.9 Is the activity targeted at protected characteristics or any other key groups?	
All of the below	<input type="checkbox"/>
Age (e.g. older people, younger people/children, a specific age group)	<input type="checkbox"/>
Disability (e.g. mobility, long term health conditions, sensory impairment or loss, learning disability, neurological diversity or mental health)	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>
Pregnancy and maternity (including breastfeeding)	<input type="checkbox"/>
Race	<input type="checkbox"/>
Religion or belief (including no belief)	<input type="checkbox"/>
Sex	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>
Care Experienced People	<input type="checkbox"/>
Other vulnerable groups and people with complex needs (e.g. veterans, children and young people who are cared for or care experienced, carers, domestic abuse victims and survivors, ex-offenders etc.)	<input type="checkbox"/>
People vulnerable to socio-economic deprivation (e.g. unemployed, low income, living in deprived areas, poor/no accommodation, low skills, low literacy etc.)	<input type="checkbox"/>

Please complete the Completed By and Version Table below

Completed by:	Julie Lynn
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Version	Status	Author	Comments	Date Issued
1	Complete	J Lynn		21/01/2025

2 Data and Intelligence

[Guidance for this section](#)

2.1 What data and intelligence has informed the activity?
<p>Rate of admission and readmissions LOS Delayed discharge Reablement starts/ends/LOS Permanent admissions to care and LOS Provision of homecare, average package, length of package Case file audits across the system Customer and staff feedback</p>

2.2 Summary of data / intelligence / consultation outcomes to inform understanding of differences in:
<ul style="list-style-type: none"> • the way people use, access or experience your activity; • how the activity may impact; and/or • outcomes for different groups?
<p>1 in 3 admissions could be avoided. Having the right responsiveness, information sharing & transparency between front-door acute teams & community services is fundamental to unlocking the admissions avoidance opportunity.</p> <p>40% of people could've been discharged to a more ideal outcome. Enhancing how multi-disciplinary teams collaborate, share professional opinions & respectfully challenge, will be key to improving these outcomes</p> <p>2 in 5 people currently in short term beds could be better supported at home. Cross-organisational leadership teams will have to align and make joint decisions on how and where capacity and resources are best deployed to maximise people's independence</p> <p>750 people each year could be supported with home-based reablement. Having real-time data & insight that enables our services to identify efficiencies and release capacity as well as respond to demand surges across the system</p>

3 Equality and Human Rights

[Guidance for this section](#)

3.1 Eliminate discrimination, harassment and victimisation
What impact will the activity have?
Not Applicable
Explain how/why:
<p>The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. They are also represented on our EDI forum and support delivery of our EDI strategy</p>

3.2 Advance equality of opportunity between people who share a protected characteristic and those who do not
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided.
3.3 Foster good relations between people who share a protected characteristic and those who do not
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics and are equipped to challenge language or behaviour between groups and foster closer relations
3.4 Age (older ages, children and young people, middle ages, an age range or a specific age)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who understands challenges and health issues for older age groups and provides support based on this
3.5 Disability (mobility, long-term health conditions, sensory, learning disability, neurological diversity or mental health)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who understands sensory issues and is equipped to communicate differently to meet need
3.6 Gender reassignment (the process of transitioning from one sex to another)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who is a particular gender or understands the transition process

3.7 Marriage and Civil Partnership
What impact will the activity have?
Not Applicable
Explain how/why:

3.8 Pregnancy and maternity (including breastfeeding)
What impact will the activity have?
Not Applicable
Explain how/why:

3.9 Race (colour, ethnicity, country of origin, culture, etc.)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who understands and works within their cultural or religious beliefs

3.10 Religion / Belief (including no belief)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who understands and works within their cultural or religious beliefs

3.11 Sex (male or female)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who is a particular gender

3.12 Sexual orientation
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who is a particular gender

3.13 Will the activity impact on an individual’s Human Rights as enshrined in UK law?
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who speaks their language or understands their cultural values and needs.

3.14 Other vulnerable groups and people with complex needs (e.g. veterans, children and young people cared for and care experienced, carers, domestic abuse victims and survivors, ex-offenders, homeless or multiple complexities/characteristics)
What impact will the activity have?
Not Applicable
Explain how/why:
The service is provided based on eligibility and need irrespective of background or protected characteristics. It will ensure vulnerable individuals are supported as needed and have choice and control on how the support is provided. For those with protected characteristics they will be provided with a service that takes into account their protected characteristics e.g. provided by someone who speaks their language or understands their cultural values and needs

4 Reducing socio-economic and digital inequalities

[Guidance for this section](#)

Will the activity:

4.1 Impact on residents’ financial circumstances	Not Applicable
4.2 Impact on housing, including type, range, affordability, quality and/or condition	Not Applicable
4.3 Impact on digital inclusion or access	Not Applicable
4.4 Impact on education, skills and lifelong learning	Not Applicable
4.5 Impact on employment, including quality and access	Not Applicable

4.6 Outline the impact your activity will have, including how you propose to mitigate any negative impacts and maximise positive outcomes
4.7 Outline how you will measure the anticipated impact(s)

5 Improving population health and reducing health inequalities

[Guidance for this section](#)

Will the activity:

5.1 Help promote healthy living	Positive
5.2 Help promote safe and inclusive environments	Positive
5.3 Impact on children, young people and families	Positive
5.4 Impact on natural and built surroundings	Not Applicable
5.5 Impact on accessibility and active travel encouraging active behaviours	Not Applicable
5.6 Impact on living independently	Positive

5.7 Outline the impact your activity will have, including how you propose to mitigate any negative impacts and maximise positive outcomes
Activity will maximise residents ability to live a longer, healthier live independently and with the right support. Preventing hospital admission and ensuring speedy, safe and appropriate discharge or diversion into services that support appropriately and proportionately.
5.8 Outline how you will measure the anticipated impact(s)
Number of people able to live independently Number of people admitted to permanent care Number of reablement starts and average LOS Number of homecare starts and average number of hours of homecare per person per week

6 Carbon reduction and sustainability

[Guidance for this section](#)

Will the activity:

6.1 Adapting our behaviour (environmentally significant)	Not Applicable
6.2 Impact on biodiversity and natural environment	Not Applicable
6.3 Impact on energy efficient built environment	Not Applicable
6.4 Impact on renewable energy generation and storage	Not Applicable
6.5 Impact on travel and active transport	Not Applicable
6.6 Impact on the green economy	Not Applicable
6.7 Impact on waste, recycling and consumption	Not Applicable

6.8 Outline the impact your activity will have, including how you propose to mitigate any negative impacts and maximise positive outcomes
6.9 Outline how you will measure the anticipated impact(s)

7 Community wealth building

[Guidance for this section](#)

Will the activity:

7.1 Impact on community wealth and social value	Not Applicable
7.2 Impact on social inclusion, integration, and fostering good relations	Not Applicable
7.3 Impact on crime reduction, anti-social behaviour and community safety	Not Applicable
7.4 Impact on access to services	Positive

7.5 Outline the impact your activity will have, including how you propose to mitigate any negative impacts and maximise positive outcomes
The proposal extends the types and availability of services to a wider cohort of residents with proportionality and appropriateness.
7.6 Outline how you will measure the anticipated impact(s)
Number of contacts Number of assessments Number of people receiving services Number of people living independently Hospital bed occupancy

Hospital LOS Flow admissions and discharges

8 Key Actions

Any key actions identified throughout the IIA should be recorded here. This will be the action plan linked to your activity and should be implemented to ensure all inequalities or negative impacts are mitigated.

Key Actions	Timescale	Responsible Officer	Review Date

Please complete the Responsible Officer information below

Responsible officer sign off:	
Name	Julie Lynn
Job Title	Head of BDT
Responsible officer for reviewing actions:	
Name	
Job Title	

To support the council's reporting processes in relation to IIA, please use the following naming convention: IIA_(Name_of_activity).

Once you have completed the IIA and it is signed off, please send the final document as an **attachment** to: IIA@sunderland.gov.uk

IIAs will be stored in this central database for corporate analysis. **No feedback will be returned on an individual basis as IIAs are received.**