

# Adult Social Care Scrutiny Commission Report

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A Deep Dive into Equity through the Lens of  
Ethnicity

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Lead Member: Cllr Sarah Russell  
Lead Strategic Director: Laurence Jones  
Director: Ruth Lake

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Wards Affected: All  
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## **1. Purpose**

- 1.1 To provide the Adult Social Care Scrutiny Commission with an overview of performance data that has been analysed through the lens of ethnicity, and the key findings.

## **2. Summary**

- 2.1 Adult Social Care (ASC) regularly reports on performance data, including to the ASC Scrutiny Commission. In 2023, following the census data being made available, an exercise was completed to understand how performance looked through the lens of ethnicity.
- 2.2 The purpose was to understand how people from our diverse communities were represented in the different parts of ASC activity – from initial contact through to the provision of support and safeguarding activity.
- 2.3 The analysis was intended to produce some questions or further lines of enquiry, rather than providing answers. These will be followed up in conversations with staff, as representatives of our communities and with community groups. Explorations of how the data might be explained by people who understand the community experience would help to identify where action might be taken to address any disproportionality.

## **3. Recommendations**

- 3.1 The Adult Social Care Scrutiny Commission is recommended to:
  - a) Note the report and to provide any comments

## **4. Report**

- 4.1 ASC routinely records a range of personal information about people that approach us for support and that we might assess or provide services to. This includes information about protected characteristics, such as age, ethnicity, religion and disability.

- 4.2 Following the Council's response to Black Lives Matter, and the corporate action plan that was developed, ASC undertook an exercise to look at the representation of Black people within our offer, within a review of performance data. This exercise had some limitations, as baseline population data at the time was limited; the census data from 2021 had not been published and other data about ethnicity, such as GP registration data, had significant gaps. Therefore, the exercise was repeated in 2023, when census data was available, giving a more contemporary understanding of the population living in Leicester.
- 4.3 The ASC performance report follows the 'pathway' through the department that an individual might take.
- 4.4 Data is collected in relation to contacts and requests for support; this tells us something about who is approaching us for assistance and what the outcome of that contact is.
- 4.5 Data is collected in relation to our assessment process, which provides information about who is assessed and whether that assessment results in a decision of eligibility for statutory services.
- 4.6 Data is collected about people that use our short-term services, such as reablement, and the outcomes that achieves. We also report on people in receipt of long-term statutory support.
- 4.7 Data about safeguarding is also collected, which helps us to understand who is being alerted to the Local Authority due to a concern for their safety, who is supported via a safeguarding enquiry as a result of that alert and what the outcomes are.
- 4.8 The data pack and narrative attached at Appendix 1 provides information about these different parts of the ASC pathway, with specific reference to the ethnicity of people within that data. This is shown at high level ethnicity categories (Asian, Black, White, Mixed, Other) and as a detailed breakdown, using the mandatory ethnicity options within Liquidlogic (the ASC practice management system). Confidence in trends is reduced where numbers are smaller and it is therefore helpful to understand both. For the purposes of the deep dive, themes have been drawn from the higher level categories.
- 4.9 As noted above, the purpose was to identify issues for further consideration rather than point us to answers or actions; without seeking our communities' perspectives on what the data tells us, there is a risk that we assume to understand what might be driving the data to look as it does. That would lead to the wrong actions being developed. Therefore, further community engagement will take place, so that any actions to address areas of disproportionality are meaningful.

4.10 In summary, the key findings are:

- 4.11 **Contacts:** White, Black and Dual Heritage working age adults are disproportionately more likely to be the subject of a contact. Asian working age adults are less likely to be the subject of a contact.
- 4.12 **Assessment and Eligibility:** White people, particularly working age, are over-represented in assessment data. Asian people of all ages are likely to be under-represented. The extent of the variation is reduced compared to their over / under representation in Contacts. Working age Black adults are notably over-represented in assessment activity, and this grows from the position regarding contacts. The level of over / under-representation reduces again when looking at eligibility.
- 4.13 **Short-term Services:** There is an over-representation of White people and under-representation of Asian people using short term services. The activity is very similar to that of people being assessed. Outcomes in terms of independence are fairly similar or slightly more positive for Asian people (noting the very small numbers of Black and Dual Heritage people which means individual situations will have greater impact on the average % figures).
- 4.14 **Long-term Support:** There is a continued pattern of over-representation of White, and to a lesser extent Black people drawing on long-term support. However, this over-representation is very much driven by the proportions of White working age adults receiving support compared to working age Asians. Representation for White and Asian older adults is much closer to the general population from the Census for this age group.
- 4.15 **Safeguarding:** It should be noted that numbers in any one quarter are low (c 99 in Q2 2023/4). White people are significantly more likely to be the subject of a safeguarding alert and enquiry. Asian people are under-represented. Older Asian and Older Black people see a proportionately higher conversion rate from alert to enquiry. The position regarding the impact of the setting of care is complex. White people are proportionately more likely to reside in residential or nursing care and until Q2 of 2023/4, safeguarding alerts linked to residential and nursing settings accounted for 50% of all activity. This skewed the prevalence of white people in safeguarding data. However, a change in recording of quality alerts in Q2 of 2023/4 led to a step change in the balance of alerts across community and residential settings. This has typically been 30% residential to 70 % community since that period. Therefore, data should be revisited in this area during 2024/5 to better understand the relationship between setting, rates of activity and disproportionality.

4.16 Next steps are to progress conversations with people who represent the diverse communities of Leicester. The new ASC Inclusive Decision-Making Forum provides opportunity to discuss the findings with staff groups. Further work is required to engage with external community representatives. As key issues / factors leading to disproportionality are better understood, an action plan will be developed to address these.

## **5.1 Finance**

There are no implications arising directly from this report.

Signed: Colin Sharpe, Head of Finance

Date: 8 October 2024

## **5.2 Legal**

The report and data are noted. At this stage, there are no legal implications to be considered.

Signed: Susan Holmes, Head of Law, Social Care & Safeguarding

Date: 11<sup>th</sup> October 2024

## **5.3 Equalities Implications**

When making decisions, the Council must comply with the Public-Sector Equality Duty (PSED) (Equality Act 2010) by paying due regard, when carrying out their functions, to the need to eliminate discrimination, advance equality of opportunity and foster good relations between people who share a 'protected characteristic' and those who do not.

Protected groups under the Equality Act are age, disability, gender re-assignment, pregnancy/maternity, race, religion or belief, sex and sexual orientation.

The report provides an overview on how people from our diverse communities are represented in the different parts of ASC activity, from initial contact through to the provision of support and safeguarding activity, through the lens of ethnicity. The report highlights groups which are over and under-represented as well as highlighting areas for further investigation. We need to ensure any engagement with staff and community groups is accessible and targeted to meet their needs. As work progresses it is important to address the issues of disproportionality identified in the report and to ensure groups are not homogenised, this should help us to in having a more detailed picture of people accessing our services.

Equality considerations need to be embedded throughout the process going forward and it is important to ensure that any engagement findings inform any proposals.

Signed: Sukhi Biring, Equalities Officer

Date: 9 October 2024

#### **5.4 Climate emergency implications**

There are no significant climate emergency implications directly associated with this report.

Signed: Aidan Davis, Sustainability Officer, Ext 37 2284

Date: 8 October 2024

## 6. Appendices

Appendix 1: Deep Dive Data Pack