

Achieving age equality

Partnership readiness check

Assessing the readiness of local partnership working to achieve age equality

The Partnership Readiness Framework (Greig R and Poxton R, 2001) is a way of looking at the key ingredients of effective partnership working. It can be used to gauge different partners' perspectives of how well the different dimensions and aspects of a partnership are functioning and developing at any given time.

This information can be used to:

- identify priorities for aligning goals and outcomes
- identify and share available skills and resources across the partnership or local system
- identify priorities and actions to improve local service delivery and the nature of local partnership working.

It can also be used over time to see how partnership working evolves and develops to respond to its environment and the needs/priorities of local communities.

The following 'Partnership readiness check' has been adapted from the Partnership Readiness Framework by Greig and Poxton, so it can be used and understood in the context of achieving age equality in health and social care. Here, the aim is to establish the extent to which there is a sense of shared understanding and activity in relation to achieving age equality and ending age discrimination in local health and social care services.

Using this readiness check at the beginning of the audit process will help to determine whether the local audit can be carried out on a partnership basis, or whether the initial audit of local services should be undertaken on an agency basis before looking at the system's performance as a whole.

Working with local partners and key stakeholders likely to be engaged in your audit group or team, grade each of the following statements in terms of how they match your local situation. **Green** indicates a close match; **Amber** indicates progress towards this goal; **Red** indicates there is much more to do to achieve the situation described.

If you have:

More Reds than Ambers or Greens – proceed on an agency by agency basis first, in order to build a system-wide picture.

More Greens than Ambers or Reds – proceed on a system-wide basis first, within which agencies operate.

More Ambers than Reds or Greens – make local decisions in terms of where and how to start, eg depending on availability and capacity of a lead agency/senior officer to coordinate audit activities.

Partnership readiness check for achieving age equality audits

Vision and purpose

1. **There is a shared vision, common values and agreement about the underpinning principles** and a shared picture of what needs to change to achieve age equality. R/A/G
2. **There is an agreed, specific policy direction and clarity about the shifts** required to end age discrimination in health and social care services. R/A/G
3. **Local agencies/services are open to new ideas and ways of working,** and work together to achieve these shifts and other key goals (meeting local needs, developing personalised services and support etc). R/A/G
4. **There is insight into past roles and relationships (including previous experiences of partnership working) between different sectors, agencies and teams,** and a commitment to developing strong partnership arrangements in order to achieve age equality across health and social care services. R/A/G

How partners work together to achieve age equality

1. **All partners are clear about 'membership and boundaries' in local health and social care partnership arrangements, including a shared sense of what** being a partner means, and agreement about which aspects/activities are inside and outside the boundaries of local partnership arrangements. R/A/G
2. **Service users, communities and local interest groups are treated and feel equal and valued partners** in relation to local health and social care service developments. R/A/G
3. **There is clarity about funding/resource commitments, allocations and expectations.** Partners, including commissioners/funders and providers, share the same expectations and understanding about what will be achieved from the overall resources committed to local service delivery; and there are clear and direct links between contractual arrangements and what is being done to achieve age equality. R/A/G
4. **The local health and social care system has dedicated, shared resources to enable it to achieve its stated purpose and goals.** There are pooled budgets for joint service provision and delivery; agreed and shared strategies for meeting local needs; clarity about who decides how resources are allocated and equity reviews of resource allocation between different groups. R/A/G

Leadership and management of local partnerships

1. **The leadership within, across and beyond health and social care partnership arrangements is committed to achieving age equality -** including at a political, strategic, service and community level. R/A/G
2. **There is sufficient, dedicated partnership and service development capacity** to address specific issues relating to ending age discrimination, rather than it being a small and marginalised part of everyone's role. Where conflicts and/or tensions arise, these are managed creatively to reach solutions that promote age equality. R/A/G
3. **Positive, personal relationships among partners and colleagues from across the local system are developed, nurtured and sustained.** Specific attention is paid to ensuring the inclusion of disadvantaged groups and previously unheard voices. R/A/G