

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #79

1.0 Screening Information

Project Name

Living Independently

Name of Project Sponsor

Hannah Needham

Name of Project Manager

Katie Ryder

Name of Project Lead

Morgan Price

Please give a brief description of the project

The purpose of this project is to ensure we have one reablement focused holistic service area that meets the needs of Worcestershire residents. This will be achieved by ensuring we still provide key service areas such as Service of last resort and Prisons, but the proposed service model will enable most people to regain their confidence and functional abilities and go on to lead independent lives, delaying the need for adult social care services.

The focus on providing reablement support will reduce:

- Forecast demand in older person's domiciliary and long-term residential care in the medium term.
- Hospital admissions and increase the pace that people, who are admitted to hospital return home.
- The number of people who move to care home placements, following a hospital admission.
- Re-admissions of people, returning home after a hospital stay.
- Duplication, thereby increasing capacity across the system through synergy of roles
- Travel costs, travel time and admin time is likely to occur within the new service, but this is reliant upon a varied operating model.
- Redundancies, and associated costs through linking the closure of side by side with the implementation of the new reablement service.

Data Protection screening result

Will require a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

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Previously there has not been a joined up approach across the Council for delivering person centered, reablement led care. All too often individuals have been given short term residential care placements to rehabilitate following a hospital stay or due to carer breakdown. Once this occurs the individual becomes reliant on support, and ability to remain independent diminishes rapidly resulting in the emergency placement becoming permanent.

The Care and Support services, will focus on delivering a therapy led holistic approach with reablement support provision to residents that will reduce forecast demand in older person's domiciliary and long term residential care in the medium term

The combined and whole system impact of the move to a reablement focused adult services provision will ensure that there is dedicated resource to support our communities in helping residents to live at home, independently, for longer and be a key additional support resource that our social work teams are able to offer.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

- Clarity on the number of potential service users coming through the service
- A cost model to compare the cost of re-ablement versus the reduction in services required
- Trend identified including expected growth based on current trends (cost avoidance) and savings (%'s and £'s)
- Cost Recovery (Debt)
- Caseload Management
- Financial Control

Project Outcomes

Briefly summarise what the project will achieve.

- Reduced costs through a reduction in long term services,
- More efficient and effective use of resources
- Reduce, prevent or delay, for 12 months or more, the need for Domiciliary Care Provision. This will, in turn, relieve pressure on residential and nursing placements and costs for Council.
- Increased independence and quality of life for Worcestershire residents.
- Outcomes Based Commissioning

Is the project a new function/service or does it relate to an existing Council function/service?

New

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

People

Service Area

Public Health

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2020

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

Yes

An overarching screening has already been carried out for the following areas:

Environmental Sustainability

What was the conclusion?

Agreed

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Other - C.Co

Details of contributors to this assessment:

Name	Katie Ryder
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Name	Morgan Price
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Name	Nicky Kirkland
Job title	Project Manager
Email address	NKirkland@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User
Staff

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

PeopleToo and C.Co have submitted recommendations which have been considered as part of the final proposals. The Unions are being consulted in August and their feedback will be considered

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

This project has Cabinet endorsement.

C.Co have been involved in the design of the model.

We are going to Unions on or around 13th August, this assessment will be updated with any feedback from the Unions.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

C.Co were engaged to bring challenge to Directorate's proposals and have identified that the current model for UPI is not optimum for efficiency, noting that the proposed model for the Community Reablement service is based on the model within UPI. The information provided by C.Co provides the baseline to determine the "To Be" model to deliver a holistic reablement focused service delivery approach.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Many of the services affected are delivered to older people. It is not anticipated that this group will be negatively affected, but as it is a large part of the service area there is potential that people who may not have had access to reablement support before can now access and live independently for longer as a result.

Disability

Potential positive impact selected.

Explanation of your reasoning:

Many of the services affected are delivered to older people. It is not anticipated that this group will be negatively affected, but as it is a large part of the service area there is potential that people who may not have had access to reablement support before can now access and live independently for longer as a result.

Communication regarding the service will be in appropriate formats and made easily available for all to access in order that informed choices can be made

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

This service will be open to all. Gender reassignment will not be a consideration.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. Marital status will not be a consideration.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. Pregnancy/maternity will not be a consideration.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. Race will not be a consideration.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. Religious beliefs will not be a consideration.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. Sex will not be a consideration.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. Sexual orientation will not be a consideration.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Many of the services affected are delivered to older people. It is not anticipated that this group will be negatively affected, but as it is a large part of the service area there is potential that people who may not have had access to reablement support before can now access and live independently for longer as a result.

Covid 19 measures have been put into place to mitigate the effect on vulnerable people. All government guidance and PHE recommendations regarding PPE have been applied. Staff receive training in Infection Control. Staff working in the Reablement Service receive training in Intermediate Skills Programme and this allows them to identify early warning signs about deteriorating health, and our processes ensure these concerns are reported and acted on.

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

This service will be open to all. There will not be any positive or negative impact as a result of this project.

Social and economic

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

The service will be open to all, including self funders and others who do not have Care Act eligible needs so may have otherwise not had support from Adult Social Care.

Physical health

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

The aim of this service is to keep people active and living independently for longer. This may have a positive impact on their physical health as they are fitter and able to stay active following the reablement support.

Mental health and wellbeing

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

The aim of this service is to keep people active and living independently for longer. This may have a positive impact on their mental health and their carers as they are able to stay living at home rather than residential/nursing care.

Access to services

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Many of the services affected are delivered to older people. It is not anticipated that this group will be negatively affected, but as it is a large part of the service area there is potential that people who may not have had access to reablement support before can now access and live independently for longer as a result.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

This EPHIA will be reviewed following consultation with the Unions. This is anticipated to be mid/late September.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.