

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #138

1.0 Screening Information

Project Name

Shaping an Effective Market - Replacement Care

Name of Project Sponsor

Elaine Carolan

Name of Project Manager

Amanda Dunn

Name of Project Lead

Korrina Campbell

Please give a brief description of the project

The purpose is to map out the Replacement care, also known as "respite" from caring or "short breaks" current model including reviewing existing policies, practice procedures to determine the best value offer. Replacement Care is the support provided to an individual due to a carer having a break from their usual caring role. Replacement care usually involves overnight care for one or more nights, but this is not the only way it can be provided, which can be planned breaks or short notice in emergency situations.

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. The purpose of the Replacement Care project is to consider how the council may continue to meet assessed eligible need in the most efficient and cost-effective way that promotes independence, social inclusion and positive outcomes for individual carer's

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Review SPOT purchases for emergency placements to look at current/future demand

Review current commissioned services to ensure these are appropriate and provides equity for all

Review all service areas starting with LD, MH, PD, OP to ensure the service demand can be met

Create a policy/guidance that follows the three conversations approach and that is for all service areas which will help governance

Project Outcomes

Briefly summarise what the project will achieve.

To make sure that we make the best use of the money that we have available

To modernise and increase the range of Replacement Care that is available

To make sure that the way people get replacement care is fair and consistent

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

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Communities

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

October 2022

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:

Data Protection

Equality and Public Health

Environmental Sustainability

What was the conclusion?

Full assessment required

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Katie Stallard
Job title	Portfolio Lead
Email address	katiestallard2@worcestershire.gov.uk

Name	Korrina Campbell
Job title	Interim Day Opportunities/Replacement Care Review Manager
Email address	kcampbell@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Carers

Staff

3.1 Information and evidence reviewed

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

As part of the next phase in reviewing existing Replacement Care support for people with a Learning Disability, it was agreed that we needed to engage as widely as possible about current provision and identify any existing gaps and barriers for individuals and their carers.

Two questionnaires were devised, one to engage with those people within Adult Services, the other for younger adults including those due to transition from children's services into adult services. It was agreed this was a holistic approach and would begin to ensure that any future provision of replacement care services would be fit for purpose and meet identified needs, present and future.

This is ongoing and we will continue to engage further with Carers, SU's and staff

3.2 Summary of engagement or consultation undertaken

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

First phase was a mapping and gapping exercise of the current provision/market. As part of the next phase in reviewing existing Replacement Care support for people with a Learning Disability, it was agreed that we needed to engage as widely as possible about current provision and identify any existing gaps and barriers for individuals and their carers.

Two questionnaires were devised, one to engage with those people within Adult Services, the other for younger adults including those due to transition from children's services into adult services. It was agreed this was a holistic approach and would begin to ensure that any future provision of replacement care services would be fit for purpose and meet identified needs, present and future.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

- People felt negative about their experiences of replacement care services, which were given an overall rating of 3.9 out of 10 from respondents.
 - There appears to be an issue when it comes to accessing replacement care in the first instance, with 80% of respondents declaring that it was either 'difficult' or 'extremely difficult' to access the services
 - People wanted to see an increase in the variety of services currently available to them, stating that they would like more choices in the service.
 - 67 respondents were willing to travel for the right service compared to only 12 that weren't.
 - When asked about the range of replacement care services, the overwhelming response was that more services should be provided within local areas.
 - People find that a direct payment offers more flexibility, however one issue that was noted quite a few times throughout the questionnaire was the apparent inflexibility of the direct payments service, many people were hesitant to entertain the idea of switching to direct payments until this was resolved.
 - Out of 79 people only 3 people 'strongly agreed' that there is just about the right amount of replacement services to help and support them in their role of parent/carer
 - Only 12 people out of 79 said they felt like they had enough access to replacement provision
 - 80% of carers would like us to explore alternative replacement care options and share these options with them
 - 81% of carer's said they would like to see new services developed
 - 69% of carer's would like to be able to book Replacement care up to 6 months in advance
- 12 people responded to the community short breaks services questionnaire.
- People felt better than average about their experiences of community short breaks services, one quarter of those who answered rated the services as 'okay', half of them said it was 'good' and the final quarter stated that they believed the services were brilliant.

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 neutral impact selected.

Explanation of your reasoning:

Although there might be a change in provision for the individuals. As the care will be needs led, a similar service offer will be provided elsewhere so this will not have an impact.

Disability

Potential positive impact selected.

Explanation of your reasoning:

Although there might be a change in provision for the individuals. As the care will be needs led, a similar service offer will be provided elsewhere so this will not have an impact. Current covid restrictions mean that many individuals are receiving a much lower level of service than normal.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

Referrals for services will come from Social Workers, who will have considered any specific requirements for individuals. Services provided internally, and those commissioned externally, have a requirement to consider anti discriminatory practice within service provision.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Referrals for services will come from Social Workers, who will have considered any specific requirements for individuals. Services provided internally, and those commissioned externally, have a requirement to consider anti-discriminatory practice within service provision.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

Referrals for services will come from Social Workers and where necessary appropriate risks will be assessed in order to ensure safety of pregnant workers and/or service users.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

A needs assessment will be completed through the Social Work Teams and where appropriate referrals will be made. Services provided internally, and those commissioned externally, have a requirement to consider anti-discriminatory practice within service provision.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

A needs assessment will be completed through the Social Work Teams and where appropriate referrals will be made. Services provided internally, and those commissioned externally, have a requirement to consider anti-discriminatory practice within service provision

Sex

Potential neutral impact selected.

Explanation of your reasoning:

A needs assessment will be completed through the Social Work Teams and where appropriate referrals will be made. Referrals for services will come from Social Workers, who will have considered any specific requirements for individuals.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

A needs assessment will be completed through the Social Work Teams and where appropriate referrals will be made. Referrals for services will come from Social Workers, who will have considered any specific requirements for individuals

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

All individuals who have had a needs assessments by a Social Worker, and is eligible for services will be supported to access support to meet their needs. 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 to all Replacement Care.

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

All individuals who have had a needs assessments by a Social Worker, and is eligible for services will be supported to access support to meet their needs.

Social and economic

Potential negative impact selected.

Explanation of your reasoning:

All individuals who have had a needs assessments by a Social Worker, and is eligible for services will be supported to access support to meet their needs. Changes to the Replacement care provision internally could change where individuals have support but the overall outcome will still be met in other ways. Some individuals have been attending Replacement Care for many years and the change could have a negative impact on those friendships that have formed. Changes are also being made to internal Day Services and often people who attend replacement care also attend Day Opportunities.

Physical health

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

All individuals who have had a needs assessments by a Social Worker, and is eligible for services will be supported to access support to meet their needs. Changes to the Replacement care provision internally could change where individuals have support but the overall outcome will still be met in other ways. This is an opportunity for individuals to experience different replacement care which could help identify new interests/friendships.

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

All individuals who have had a needs assessments by a Social Worker, and is eligible for services will be supported to access support to meet their needs. Changes to the Replacement care provision internally could change where individuals have support but the overall outcome will still be met in other ways. This is an opportunity for individuals to experience different replacement care which could help identify new interests/friendships.

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

All individuals who have had a needs assessments by a Social Worker, and is eligible for services will be supported to access support to meet their needs.

6 Actions to mitigate potential negative impacts

Risk identified	There is a risk around raised anxieties in carer's/staff and service users.
Actions required to reduce/eliminate negative impact	We will mitigate this through clear messaging around the scope of the work and regular engagement with all people involved.
Who will lead this action	Korrina Campbell
Timeframe	6 -18 months

How will you monitor these actions?

As a project group we monitor risks through project meetings and we will manage anxieties through feedback from carer's, staff and SU's

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

It will be reviewed following feedback from any engagement and consultations that result from the programme of work.

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.