

## Equality Impact and Needs Assessment Form

### A) General Information

**Name of service, function, policy (or other) being assessed**

Day opportunities

**Directorate or organisation responsible (and service, if it is a policy)**

Adult Well Being

**Date of assessment**

November 2013

**Names and/or job titles of people carrying out the assessment**

Peter Brennan Lead Commissioner

**Accountable person**

Helen Coombes

**B) Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:**

The Day opportunities procurement process is designed to deliver a new provider for adult day opportunities within a revenue budget that is being reduced by £900k by 2014/15. The statutory duties of the Council to meet all assessed needs eligible under their Fair Access to Care Policy has to be maintained within available resources.

**C) Context - describe, in summary;**

**The number of people and/or providers that may be affected by the proposal.**

Service Users

There are currently 255 service users attending the Day opportunities services. Of these:

- **52 Service users** with complex care requirements, for whom there will need to be access to building based activities and support . the numbers of and location of these buildings will be determined after the new provider ahs been identified.
- **130 users service users not in Residential Care** that are likely to have lower level care/support

	<p>requirements. This group of people are likely to have some or all of their eligible needs met in ways other than in their current Day Opportunities provision.</p> <ul style="list-style-type: none"> <li>○ <b>73 Service Users in Residential Care</b> whose support needs should be fully met by the residential care service. These service users will still be able to access day opportunities if they wish to pay for this on top of the support that they are already able to access.</li> </ul>
<b>What are the values of the contract(s) affected by the proposal? (If appropriate).</b>	The contracts will be worth in the order of £1m per annum. Other contracts to be mobilised will be taking up spare capacity in the contract volumes already specified, for example with Shaw HealthCare or in Residential Care contracts.
<b>What are the geographical locations of those that might be affected by the proposal?</b>	The services are provided county-wide.

#### **D) Who are the main stakeholders in relation to the proposal?**

<ul style="list-style-type: none"> <li>• Current and future service users, including: <ul style="list-style-type: none"> <li>- Service users whose services are arranged by the council</li> <li>- Service users who purchase services through a Direct Payment</li> </ul> </li> <li>• Service user family, friends and carers</li> <li>• Community based Support care providers</li> <li>• Herefordshire Council</li> <li>• Social care practitioners</li> <li>• Elected members</li> </ul>
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#### **E) What are the anticipated impacts of the proposal?**

<p><b>Positive impacts.</b></p> <p><u>Broader Choice and variety of provision</u></p> <p>There are examples of alternative models of service provision in this area within Herefordshire which are provided by the independent sector. Giving greater control and choice within available provision to service users. Examples include the service developed by Aspire at Tan Brook on a membership basis for service users and the many different models people with personal budgets or direct payments are establishing outside day service type facilities.</p> <p><u>Increased focus on individual outcomes for service users and development of the provider market in Herefordshire</u></p> <p>One of the corollaries of increasing the choice and control for service users is that their aspirations and outcomes can be accommodated more easily. This is the model that all</p>
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councils are adopting as social care and health service develop. Having a provider base that can respond to this is essential.

Better targeting of resources enabling financial savings for the Council,

The Council is currently meeting more than just the eligible needs of its service users. It provides about 20% more people than the average comparator council with day services, and many people are being offered several days a week of service to achieve very small numbers of outcomes from their assessed needs. By targeting the outcomes people wish to meet from their eligible needs, the Council will be able to make the savings on the Day opportunities budget it has set out for 2014/15.

**Negative impacts**

Whilst the project is not intended to have any negative impacts, the following potential impacts should be considered:

Potential reduction in attendance at Day opportunity centres

One of the consequences of the budget changes is that the policies of the Council to only meet eligible needs and to meet them in the most cost effective way have to be enforced. To do this some people will not be attending their traditional day service or not attending it as frequently.

**Mitigation:**

There is a programme to offer alternative opportunities which have no cost consequence to the council such as using existing contracted capacity in services for older people; using membership based models such as that developed by Aspire and others; offering support to learn how to access community based services at an accelerated rate.

Some service users accessing day opportunities may be benefitting from preferential process in their Residential Care

There is a view that for some people in residential care, their price for that care may be lower than if they were not receiving day opportunities. This is thought to be the case for people living in Adult Placement or Shared Lives Services and possibly in other services as well.

**Mitigation**

The assessment and Support planning process for each individual must identify specific ways of meeting eligible needs and ensure that the resource made available to do so is able to meet those needs.

In Adult Placement or Shared Lives services people are living as if they were part of someone's family and so should be treated accordingly.

Existing service users may be transferred to a different provider

This is likely to happen to all service users.

**Mitigation:**

The transition process cannot be completed until a full assessment of individual needs and an appropriate Support Plan has identified how eligible needs are to be met is in place.

**F) With regard to the stakeholders identified and the diversity groups set out below;**

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Age	Yes – there are 70 people over the age of 60 attending day opportunities at the moment. This group receive a different type of service from that offered to other people aged over 60 in the county.	It could lead to adverse consequences as they may be offered alternative services to that which they currently attend and it may not be their service of first choice even though it will meet their assessed needs in the most cost effective way.	The service offered to this group of users will be the same as that offered to other people aged over 60 in the County.	Their service will be focussed on meeting their assessed needs in the most cost effective way possible.
Disability	All people receiving the current service have some form of disability. Changes to their service may be seen as having a negative impact, but it is not differential. The opportunities offered to service users currently exceed those offered, for example, to people who are unable to find work.	The negative effects may impact on their eligible needs.	As the impact is not differential compared to the rest of the population it can be justified on this basis. However, the Council has to be prepared to make adjustments to support plans on the basis of an increase in eligible needs because of the changes it is making.	Their service must be focussed on meeting their assessed needs in the most cost effective way possible.
Race	Yes. 96% of service users are White British.	No. The composition of service users according to this equality strand is broadly reflective of local demographics in Herefordshire generally (6% of the population describe themselves as not White British)		

Gender	No. The gender split in services is very close to population norms.	N/a	N/a".	N/A
Sexual Orientation	<i>No data available to allow analysis</i>			
Religion/ Belief / Non Belief	<i>No data available to allow analysis</i>			
Pregnancy / maternity	<i>No data available to allow analysis</i>			
Marital Status	<i>No data available to allow analysis</i>			
Gender Reassignment	<i>No data available to allow analysis</i>			

**G) Consultation**

**Please summarise the consultation(s) undertaken with staff and their trade unions (if applicable), customers and other stakeholders regarding this proposal**

There has been a process of consultation that continues. It started in May 2013 specifically on the proposals for procurement with service users and their carers, and with staff the reductions in budget have resulted in the programme for Voluntary Redundancies.

The specific proposal of services being met in the most cost effective way, no changes being made to services until after a completed assessment and other process issues have been consulted on.

The changes to individual service user's time at day opportunities has not.

**H) Additional information and / or research**

Include here any references or other sources of data that you have used to inform this assessment.

Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact(s) of this proposal? If yes, please list them here

If you have identified gaps in your evidence or conclusions, how will you explore the proposal in greater depth? Or, if no further action is required, please explain why.

- The Consultation on impact of the proposals needs to continue both on a case by case basis and on an aggregated basis to ensure appropriate actions can be taken if adverse, discriminatory impacts are indicated.
- Herefordshire Facts and Figures website
- Herefordshire Council Framework Data Reports:
  - RAP
  - Herefordshire Day opportunities budget and attendance records December 2012