

## Equality Impact Assessment (EIA) – Village Wardens

Directorate: Adult Wellbeing
Service : Adult social care
Name of Officer/s completing assessment: Alison Clay
Date of Assessment: 29.10.2013
Name of service/function or policy being assessed: Village Warden Scheme

1. What are you assessing? Is it a policy, function service?	Service (block purchased)
2. Are you making changes to what is already happening? (starting something new, stopping something, changing something?) What is the purpose of the new change?	The contract for the service will terminate on 31 March 2014 and Adult Wellbeing proposes to withdraw direct funding of this service from 1 April 2014 onwards. Currently Herefordshire Council pays £54,000 a year to fund the service.
3. Why are you making this change? (what are the drivers – budget, resources, duplication, legislation)	<p>The Village Warden service is targeted at vulnerable adults that do not meet the council's eligibility criteria for care and support.</p> <p>This is not a statutory service the council has to provide. Herefordshire Council is experiencing severe financial constraints, and consequently has to review spending to ensure that funding is targeted to meeting the assessed needs of those members of the population who meet critical and/or substantial FACs criteria. All social care contracts are being reviewed to ensure resources are appropriately targeted at those assessed as having eligible needs – therefore the proposed change to this contract is not unique.</p>
4. What evidence / sources of information have you used to make your decision? (surveys, employee groups, user groups, statistical data)	<ol style="list-style-type: none"> <li>1. British Red Cross Service Report on Service activity July 2012 – December 2012 (completed February 2013)</li> <li>2. Deloitte Report (November 2012). The economic impact of care in the home services: a report commissioned by the British Red Cross</li> <li>3. Discussions with the (<i>previous</i>) Village Wardens Service manager (04.01.13 and 28.02.13)</li> <li>4. British Red Cross Village Wardens Scheme Impact Assessment 15.10.11</li> <li>5. Herefordshire Council financial data: the Adult Wellbeing Directorate does not have the resources to fund this service directly for people who do not meet Critical and/or Substantial FACs criteria.</li> </ol>
5. Have you identified who will be affected by your proposal? (users, partners, customers) –	<u>Service users</u> : as of 30 October 2013 the service is supporting 106 service users across the county

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<p>are there any gaps in the information you have collected</p> <p>5a How many people will be affected? How many users are there of the service currently?</p>	<p><u>British Red Cross Staff and volunteers</u>: as of 30 October 2013 the service is run by 3 part-time staff who coordinate networks of community volunteers. A new service manager has also recently been appointed. Staff contracts run until December 2014.</p> <p><u>Other stakeholders</u> The service receives referrals from a variety of agencies and also refers some service users to other agencies for additional support. Key stakeholders include:</p> <ul style="list-style-type: none"> <li>• Families, carers and neighbours</li> <li>• Adult social care teams</li> <li>• Hospital staff and community health</li> <li>• Police, community safety and fire service</li> <li>• Herefordshire carers support</li> <li>• Elected members and parish councils</li> </ul>
<p>6. Have you identified that one group of people may be more affected than another (for example, disabled people)</p>	<p>In particular, removal of funding for the service may affect the following groups:</p> <p>a. <u>Older People</u> – the service is specifically targeted at people aged 75 years and older. Service reviews and impact assessments from previous years show that consistently the greater proportion of service users are in the “older” age group within the 65 years and over client group.</p> <p>b. <u>People with a disability / poor health</u> – The service is specifically targeted at vulnerable, older people. The current service model with its reablement focus is particularly targeted at service users who have the potential to regain their independence (such as following hospital discharge).</p> <p>c. <u>Volunteers</u> - whilst not a protected equality characteristic, the decision may impact on the network of Village Warden volunteers. Removal of funding for the scheme may impact negatively on the infrastructure that recruits and coordinates volunteer activity.</p>
<p>7. Have you consulted with the people that will be affected? (what did they tell you? How did you consult with them?)</p>	<p>Discussions have been held with the Village Warden Service Manager to identify how the service might be sustained whilst simultaneously supporting the council’s need to target funding at services for those with eligible needs. It was agreed that for 2013/14 funding for the scheme be reduced by 50% with the British Red Cross funding the reduction with the use of charitable funds.</p> <p>There has been no formal council consultation with service users on the decision to withdraw funding for the scheme from 1 April 2014. Previous surveys and consultations (e.g. Your Community Your Say in 2012 and BRC on-going service user engagement) have identified that this type of service is valued by communities.</p> <p>As part of the transition plans for the service it is proposed that the Sustainable Communities Team work with parishes, which will include Village Warden Service Users, to identify how parishes can</p>

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	develop and support community resource projects, such as the Village Wardens.
8. Have you identified any potential positive impacts?	<p>1. <u>Herefordshire Council</u></p> <ul style="list-style-type: none"> <li>* Financial saving of £54,000 in 2014/15</li> <li>* Can ensure resources are targeted at those assessed as eligible and most in need of care and support</li> </ul> <p>2. <u>Local communities</u></p> <ul style="list-style-type: none"> <li>* In line with the move to encouraging community resilience and self-support, removal of funding for the Village Wardens will promote engagement with local communities to support them to utilise existing community resources (e.g. volunteers), build community capacity and develop community support initiatives</li> </ul>
9. Have you identified any negative impacts?	<p>1. <u>Service users</u></p> <ul style="list-style-type: none"> <li>* Reduced support to regain independence and increased risk of isolation</li> <li>* Increased risk of going into crisis and needs escalating</li> </ul> <p>2. <u>Herefordshire council</u></p> <ul style="list-style-type: none"> <li>* Potential increase in demand for adult social care services, as the needs of some vulnerable adults escalate into eligible needs.</li> </ul> <p>3. <u>Local communities</u></p> <ul style="list-style-type: none"> <li>* Potential loss of a locally based resources and reduced volunteer network</li> </ul> <p>4. <u>Hospitals</u></p> <ul style="list-style-type: none"> <li>* Less timely hospital discharges and increased risk of readmission</li> </ul>
10. Mitigation	<p>Whilst withdrawal of funding for the Village Warden scheme may have a number of negative impacts (particularly if the service then ceases to exist), it is hoped that a planned approach to the future of this service and similar community-based services will mitigate these impacts. Proposed actions include:</p> <p>1. Timely liaison with British Red Cross to understand their future intentions for the service and to signpost and support access to alternative sources of funding (e.g. CCG, grant monies)</p> <p>2. Liaison with Parish Councils to encourage communities to identify what sorts of resources they want to develop and support in their communities and to provide assistance in achieving this (e.g. Sustainable Communities Team to identify possible “models” for communities to adopt, e.g. Village Wardens, Good Neighbours, Pub as a Hub, Community Libraries)</p>