

Equality Analysis (EIA) Form (Appendix 1)

A) Description

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

The Management of Herefordshire's shared lives scheme

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

Adults and wellbeing

Date of assessment

3 November 2017

Names and job titles of people carrying out the assessment

Ian Gardner - Senior commissioning officer

Accountable person

Martin Samuels – Director for Adults and wellbeing

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The shared lives scheme provides care and support in a family setting to people who would otherwise have to live in more restrictive and expensive residential settings.

A registered provider manages the delivery of the shared lives scheme on behalf of the council and is ultimately responsible for the quality and safety of care and support in every shared lives placement.

Shared lives schemes are regulated by the Care Quality Commission and delivered by shared lives carers who are approved, trained and supported by a registered provider.

There are currently 35 shared lives carers in the Herefordshire shared lives scheme supporting 67 people. Of those the vast majority 78% have a learning disability and 10% a mental health problem. The percentage of females receiving the service was 36% and 30% of the service users are over 65.

The current contract for the scheme management ceases on 31 March 2018. A new arrangement is required to maintain continuity of service provision. This will also ensure that the council meets its statutory duties under the Care Act and complies with the mandatory requirements of the Care Quality Commission in respect of shared lives schemes.

Location or any other relevant information

The service will be countywide.

List any key policies or procedures to be reviewed as part of this assessment.**Who is intended to benefit from the service, function or policy?**

- People who need accommodation with support and meet the eligibility criteria as defined in the Care Act.
- Informal carers

Who are the stakeholders? What is their interest?

- Service users
- Informal carers
- Shared Lives Carers
- Health & Social Care Practitioners
- Elected members

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/ delivery meets the requirements of the Equality Act 2010, i.e.

- **Eliminates unlawful discrimination, harassment and victimisation**
- **Advances equality of opportunity between different groups**
- **Fosters good relations between different groups**

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Herefordshire Council expects all contracted providers to comply with the Equality Act 2010 and have their own Equality policies available.

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

Negative impacts.

The changes to the management of the Shared Lives Scheme are not intended to have any negative impacts. The primary aims of the new arrangement is to maintain the current provision, increase the number of shared lives carers and to offer shared lives to a wider range of people.

However, the impact will be regularly monitored during the contract.

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

Age		Gender	
18-24	3	Female	23
25-34	4	Male	44
35-44	13		
45-54	14		
55-64	14		
65-74	14		
75-84	5		
Ethnicity		Nationality	
White British	63	British	9
Mixed / Multiple Ethnic Groups	2		
No ethnicity recorded	2	No nationality recorded	58
Marital Status		Religion	
Married	2	Christian	5
Single	17	Roman Catholic	1
Widowed	2	Other Methodist	1
Separated / divorced	1	No religion recorded	60
Not recorded	45		
Primary Reason for Support			
Personal care			
Access mobility	6		
Memory / cognition			
Learning disability	52		
Mental health	7		
Sensory support	2		

D) Assessment/Analysis

Describe your key findings (e.g. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
Race	<p>The 2011 census identified that 6.3% of residents of Herefordshire were not white British.</p> <p>Of the 67 service users in the shared lives scheme 63 classified themselves as white British.</p> <p>The percentage of 6.3% would indicate that not white British people would be in receipt of a service rather than 2 people identified in the analysis.</p> <p>This may be accounted for by the fact that many of the not white British people may be of working age.</p> <p>Recent migrants and people for who English is not their first language may encounter barriers accessing home care services.</p> <p>However, Herefordshire has an easy accessible translation / interpreter service.</p> <p>Therefore, the impact of the changes to the shared lives scheme is assessed as neutral.</p>

<p>Disability</p>	<p>In the 2011 census 18.7 % of people said they had some form of limiting, long term health problem or disability.</p> <p>Of the 67 service users in receipt of the shared lives service;</p> <p>78% required support due to a learning disability 10% required support due to a mental health problem. 7% required support due to a sensory impairment or acquired brain injury.</p> <p>Reassigning the responsibility for the management of the scheme is not envisaged to have any direct impact on the service delivered to service users in shared lives placements</p> <p>Furthermore, the council intends to expand the scheme by recruiting more shared lives carers and supporting them to offer accommodation and support to people with a wider range of needs.</p> <p>This will result in greater choice for service users.</p> <p>Therefore, the impact of the changes to the shared lives scheme is assessed as positive</p>
<p>Age</p>	<p>Analysis of the 67 service users receiving the service identified that 30 % of service users were over 65.</p> <p>Older age service users may be adversely affected if there is a change in the provider of their care service. National research indicates continuity of care is important to service users and this may cause anxiety and stress.</p> <p>The changes of the management of the shared lives scheme should not have any impact on service delivery.</p> <p>Furthermore, the council intends to expand the scheme by recruiting more shared lives carers and supporting them to offer accommodation and support to people with a wider range of needs.</p> <p>This will result in greater choice for service users.</p> <p>Therefore, the impact of the changes to the shared lives scheme is assessed as positive</p>

<p>Sex</p>	<p>Both locally and nationally, women generally constitute a greater proportion of the older age population. It is estimated that around two thirds of all service users are female.</p> <p>Of the 67 service users in receipt of shared lives services 24 were female (36%) and 44 male. <i>This is broadly reflective of the population as a whole and the cohort of people who receive adult social care services.</i></p> <p>The council intends to expand the scheme by recruiting more shared lives carers and supporting them to offer accommodation and support to people with a wider range of needs. This will result in greater choice for service users.</p> <p>Therefore, the impact of the changes to the shared lives service is assessed as positive.</p>										
<p>Faith/religion</p>	<p>The 2011 census identified that 67.8 % of residents in Herefordshire identified themselves as Christian. 23% of people said they had no religion.</p> <p>However, the religion of service users is not currently routinely collected by the Councils adult social care assessors.</p> <p>Of the 67 people in receipt of a service no religion was recorded in 60 cases. Where religion was recorded The largest group was Christian & Roman Catholic (7 people).</p> <p>The impact of the changes to the management of the Shared Lives scheme is assessed as neutral.</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>										
<p>Marriage/civil partnership</p>	<p>This information is not currently consistently collected by the council's adult social care assessors.</p> <table data-bbox="593 1514 949 1682"> <tr> <td>Married</td> <td>2</td> </tr> <tr> <td>single</td> <td>17</td> </tr> <tr> <td>Widowed</td> <td>2</td> </tr> <tr> <td>Separated / divorced</td> <td>1</td> </tr> <tr> <td>Not recorded</td> <td>45</td> </tr> </table> <p>The impact of the changes to the management of the shared lives scheme is assessed as neutral</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>	Married	2	single	17	Widowed	2	Separated / divorced	1	Not recorded	45
Married	2										
single	17										
Widowed	2										
Separated / divorced	1										
Not recorded	45										

Gender reassignment	<p>There is no official estimate of the number of transsexual people either locally or nationally.</p> <p>This information is not currently routinely collected by the council's adult social care assessors.</p> <p>The impact of the changes to the management of the shared lives scheme is assessed as neutral.</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>
Sexual orientation	<p>There are no single, reliable estimates of sexual orientation in the UK. However, a quality of life survey undertaken in 2008 1.1 percent of respondents identified as lesbian, gay or bisexual. A national survey indicated 1.5 % which would equate to 2,100 people in Herefordshire.</p> <p>This information is not currently routinely collected by the council's adult social care assessors.</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>
Pregnant women & women on maternity leave	<p>Of the 24 female service users in receipt of shared lives services, 8 women were under 44 years of age (33%).</p> <p>As the vast majority of births are to women aged 15 – 44 The impact of the changes to the management of the shared lives scheme is assessed as neutral</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>

E) Consultation

Did you carry out any consultation?

Yes No

As part of a review of Ategi questionnaires were issued to shared lives carers in October 2016. A drop in session was held with carers on 1st November 2016. A further meeting was arranged on 10 March 2017 to explore the issues and how they would be addressed. These were discussed at a meeting of the Ategi senior management team, shared lives carers and commissioners on 19 July 2017.

Commissioners have met regularly with the Chair of the Hereford Shared Lives Independent Forum.

Describe other research, studies or information used to assist with the assessment and your key findings.

Reports from the MOSAIC case management system.
 2011 Census table DC6110.
 Herefordshire Facts and Figures website.
 Horizon Scanning – discussions and site visits to Local Authorities.

Do you use diversity monitoring categories? Yes No
(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

Monitoring data will be collated as part of routine contract management.

F) Conclusions

	Action/objective/target OR justification	Resources required	Timescale	I/R/S/J
a)	Ensure that adult social care assessors routinely record diversity monitoring indicators and protocols	Staff time,	Prior to the commencement of contract	I
b)	Review feedback from complaints, handbacks etc. during contractual period to see if there is a disproportionate impact on those that share a protected characteristic.	Staff time	From the commencement of contract	I

- (I)** *Taking immediate effect.*
- (R)** *Recommended to Council/Directors through a Committee or other Report*.*
- (S)** *Added to the Service Plan.*
- (J)** *To be brought to the attention of the Equality Manager.*