

North Somerset



Equality Impact Assessments

2021/22 Medium Term Financial Plan

Adult Care – December 20

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Medium Term Financial Plan

Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	People and Communities (Adults)
Service area:	Financial Assessments
Budget reference:	PCA1
Budget reduction proposal:	Full year impact of review of non-residential financial assessments
Budget saving for this financial year:	£500,000

Description of the proposal:

This saving represents the full year financial impact of the decision made as part of the 2020/21 budget setting process to review all non-residential financial assessments and to implement a number of other procedural arrangements for financial assessments for non-residential service users, which will result in changes to client contributions for adult social care. No further changes are proposed; the saving simply represents the full year impact as reviews have been happening throughout the 2020/21 financial year.

Summary of changes:

Users of adult social care and support services undergo a financial assessment in order to determine how much, if any, they should contribute to the costs of their care. The savings result from changes to a number of procedural arrangements for financial assessments, which result in changes to client contributions for non-residential adult social care and support packages, whether they be managed services such as home care, or non-managed services such as Direct Payments. The changes fell into 3 parts:

1. A review of all non-residential financial assessments more than a year old to ensure that the most up to date information is used to calculate the client contribution
2. A change in the treatment of the enhanced rate daily living element of the Personal Independence Payment (PIP)
3. A change in the treatment of Minimum Income Guarantee for adults who are part of a couple

The results of the changes are that many services users will experience an increase in the required client contribution to services, although some may experience a reduction. However, everyone will only be required to pay what they can afford,

people will continue to be entitled to financial support based on a means-test, and many will continue to be entitled to free care.

The savings were consulted on as part of the 2020/21 budget setting process and some changes were made as a result of engagement with equality representative groups. Mitigating actions were agreed and, as a result, the overall impact was considered to be low.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

PCA12 2020/21 December 2020

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

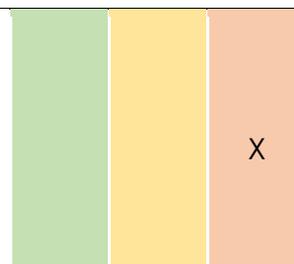
Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people			X				X
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income			X				X
People in particular age groups			X				X
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	

Other specific impacts, for example: carers, parents, impact on health and wellbeing.

X



Please specify: Health and Wellbeing

3. Explanation of customer impact

The results of the changes are that many services users, who have social care needs and will be either disabled, or an older person, will experience an increase in the required client contribution to services, although some may experience a reduction. However, all charging will comply with the Care Act 2014 and the Care and Support Statutory Guidance. The overarching principle that people should only be required to pay what they can afford will remain, and people will continue to be entitled to financial support based on a means-test, and many will continue to be entitled to free care. There will continue to be an appeals process for all Financial Assessments. In addition, allowances may be made on an exceptional case-by-case basis if clients experience significant welfare / financial hardship impacts. Proposal 1 will have a three-month transition period (extended from 2 months as a result of consultation with the Equality Stakeholder Group) and proposals 2. and 3. will be phased in over a two-year period.

960 assessments have been carried out so far; 519 related to clients over pension age and 441 related to clients under pension age. 585 were female and 375 male. In total, 47 clients had a reduction in charge, 145 remained the same and 768 resulted in an increase. The average weekly increase in contribution so far is £27.95.

54 clients have contacted us to express concern about the increase, including 17 who made a formal appeal and a full financial assessment has been conducted for all these clients to ensure consistency and completeness. Only one client has formally requested a reduction, which we were unfortunately unable to accommodate.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

1. The Proposal

Directorate:	Adults
Service area:	Adult Social Care
Budget reference:	PCA2
Budget reduction proposal:	Additional income from Continuing Health Care (CHC) and other jointly funded packages
Budget saving for this financial year:	£250,000

Description of the proposal:

Clients whose primary needs are in regard to their health care needs are entitled to CHC funding, this is paid by the Clinical Commissioning Group (CCG). Accessing this funding can be difficult and requires knowledge and expertise of negotiating the pathways and National Framework. It is beneficial for people to access this funding firstly because it is not subject to a client contribution and secondly it ensures that their care (of a complex health nature) is co-ordinated by the relevant health care professional. Where care needs were being met by the Local Authority there is a saving.

Summary of changes:

We have extended our dedicated resource to support front line staff to identify when an individual has a primary health care need and is therefore eligible for Continuing Health Care (CHC) funding.

This proposal includes:

- Identification of individuals from all areas of adult social care who may be eligible for CHC funding and completing required 'checklists' for their applications.
- Continue to increase knowledge of staff to identify when CHC checklists need to be completed.
- Build expertise and knowledge in staff to ensure they are well equipped to negotiate the pathways and secure CHC funding where appropriate.
- Identify when it is appropriate for Adult Social Care to challenge decision making and ensure joint funding options are also considered.

The resource was made available in July 2019 and from mid-November 2020 will be increased; it has already proved very successful in raising awareness of CHC process and supporting applications, increasing resources will enable further success.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

PC21 Year 2020/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people			X		X		
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

3. Explanation of customer impact

The decision for either an individual to be CHC funded, or joint funded should not affect their care delivery, it is clear in statute that no funding can be withdrawn by either party without clear agreement and that any disputes over funding cannot interrupt or delay care provision. It is not envisioned to have any impact on the care received.

Individuals who are deemed eligible for CHC do not have to pay a client contribution to their care; this is of particular benefit to people who self-fund their care because they have savings over £23,250 and this is the threshold when the Local Authority assess and establish their client contribution.

Additionally, people who have care and support needs arising from a primary health need will benefit from having their care coordinated by a health care professional rather than a social care professional due to the nature of their needs; this is provided when CHC eligible.

4. Staff equality impact summary

Are there any staffing implications for this proposal? **Yes** **No**

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

As part of the workforce proposals for adult social care a part time Senior role and a full time role has been created from existing resources to work on CHC cases. These are permanent posts. No overall changes to the staff Full Time Equivalent.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

Medium Term Financial Plan

Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	Adults Social Care
Service area:	Commissioning and Contracts
Budget reference:	PCA4
Budget reduction proposal:	Supported Living schemes as more independence-promoting alternatives to residential placements
Budget saving for this financial year:	£150,000

Description of the proposal:

Full year impact of redesign of Supported Living Schemes.

Summary of changes:

This proposal includes the plan to build on the foundations of the existing housing with support plans to an accommodation shift away from residential care options and alternatives for older people and those with Learning Disabilities.

This includes:

- The development of Housing for people with a Learning Disability with support in place to meet individual's needs. This is supporting a change that allows people with learning disability and their families to have choices that support self-determination and values including choice and independence. Housing with support offers the opportunity to remain in your local area close to friends and families and established networks, this isn't always available when considering residential care options. This option is based on tenancies that support people being able to keep their home and change care which is not available with residential care.
- Extra Care developments for older people with support as an alternative to care homes along with the opportunity to reassess people to support moves from residential care into supported living option in the North Somerset Local Area. Similarly, to the option for people with learning disabilities it offers older people more choices and self-determination and independence. It supports individual choices to meet people's needs more readily than residential care.

Is this a continuation of a previous medium-term financial plan saving?

No

Yes

If yes, please insert reference number and year of assessment?

PCA3 & PCA4 – 20/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people	X				=		
People from different ethnic groups			X		=		
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income	X				=		
People in particular age groups	X				=		
People in particular faith groups				X			
People who are married or in a civil partnership			X		=		
Transgender people				x			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: People with learning disabilities and older people.	X				=		

Is a further detailed equality impact assessment needed?

Yes **No**

If 'yes', when will the further assessment be completed?

Service Manager:

Alison Stone

Date:

14th December 20

1. The Proposal

Directorate:	Adults
Service area:	Adult Social Care
Budget reference:	PCA5
Budget reduction proposal:	More Shared Lives placements as more independence-promoting alternatives residential placements
Budget saving for this financial year:	£180,000

Description of the proposal:

Increase in Shared Lives Placements to reduce or delay residential placements

Summary of changes:

Shared lives has proven an effective and good value form of service provision (being less cost on average than the equivalent residential placements) , whilst usually associated with learning disability placements there has been work over the last 2 years to expand across other service user groups, such as older people and people with poor Mental health. Shared lives provide an individual placement in a home environment and is generally viewed by users and families as a positive alternative to traditional residential care homes.

It is the intention to continue to expand and maximise the use of the service across adult care to increase the number of placements on offer.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

PCA7 2020/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people			X		X		
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)			X		X		
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:			X		X		

3. Explanation of customer impact

Overall, the expansion of shared lives should offer an increased choice to individuals and have a positive outcome over choice and control.

1. The Proposal

Directorate:	Adults
Service area:	Adult Social Care
Budget reference:	PCA6
Budget reduction proposal:	Routine reviews of adult social care packages
Budget saving for this financial year:	£250,000

Description of the proposal:

It is proposed that a dedicated resource is allocated to review existing packages of care across long term adult social care teams. Previous projects have evidenced that investing in a dedicated resource to reviewing packages of care will result in savings.

Summary of changes:

It is proposed that resources from staff vacancies across adult social care teams combined with reallocation of staff from the locality teams to form a small Reviewing Team.

- Previous review projects have demonstrated that the key factor is 'dedicated time'. The staff need to be able to focus on the review work without the pressures of the front-line demand.
- Previous review projects have shown that reviews are most effective where there are packages which can be changed 'by degree' such as direct payments or domiciliary care.

It is considered a reasonable assumption that having planned reviews will reduce the volume of requests for unplanned reviews and emergency situations.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

PC23 Year 2020/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people			X		X		X
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

3. Explanation of customer impact

Reviews of packages of care will be carried out in a planned way and not at a time of crisis for the individual; this is positive and can help to ensure that the person's independence is maximised for longer and any additional signposting for support / services can be provided.

It will provide opportunities to identify where people may be able to access other funding streams for their care, for example Continuing Health Care, again positive and within the pilot 4 people were identified.

Any situations where packages of care can be reduced would be done with full consideration of the individual impact on the person and any informal carers and will still ensure that they have an appropriate level of care.

Where there is a potential for reductions we work with the person, and their carer(s) to gauge the impact on them. This may include a re-assessment from an Occupational Therapist to identify adaptations and aids, or assistive technology.

4. Staff equality impact summary

Are there any staffing implications for this proposal? **Yes** No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected. Please state whether they are vacant, or filled permanently or temporarily.

It is proposed that resources from staff vacancies across adult social care teams combined with reallocation of staff from the locality teams to form a small Reviewing Team. There is no change to the full-time staff equivalent across adult social care for this proposal. Changes are being made to where staff resources are allocated. These would be permanent changes within the directorates.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed?	Yes	No
If 'yes', when will the further assessment be completed?		

Service Manager:

Kathryn Needham

Date:

10th November 2020

1. The Proposal

Directorate:	Adult Care
Service area:	Commissioning
Budget reference:	PCA7
Budget reduction proposal:	Better Care Fund Inflation
Budget saving for this financial year:	£160,000

Description of the proposal:

Use of Better Care Fund inflation to fund corresponding increases in costs

Summary of changes:

No material changes; this simply reflects the additional income from the Better Care Fund, which will be used to offset corresponding inflationary increases in costs

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

PCA1 2020/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

No customer impact; this is a technical budget adjustment to account for the BCF inflation that will contribute to cost inflation

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

None

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
	Total

6. Review and Sign Off

Service Manager Review

Technical adjustment no equality impact from this budget proposal.

Is a further detailed equality impact assessment needed? No

If 'yes', when will the further assessment be completed?

Service Manager: Gerald Hunt Head of Commissioning

Date: 26TH November 2020

1. The Proposal

Directorate:	Adults
Service area:	Adult Social Care
Budget reference:	PCA 8
Budget reduction proposal:	Review of High Cost Direct Payments in learning disabilities
Budget saving for this financial year:	£75,000

Description of the proposal:

A review of the High Cost Direct Payments in place for people with a learning disability

Summary of changes:

There are 30 identified cases where people with learning disabilities receive high value / high cost direct payments. These provisions have been in place for some time and there is a need for scrutiny of these packages considering changed guidance as to which elements are appropriate to continue long term funding.

This may result in the reduction of some payments to families – however no reduction can be made without full assessment and assurance that the local authority continues to meet statutory duty under the Care Act (2014).

It is appreciated that individuals and their families may be unhappy about changes to care provisions and perhaps choose to complain. It is a duty under the Care Act to ensure that people receive advocacy and to ensure views are considered. In prior review cases this has occasionally been the case.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

N/A

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people			X				X
People from different ethnic groups				X	X		
Men or women (including those who are pregnant or on maternity leave)				X	X		
Lesbian, gay or bisexual people				X	X		
People on a low income				X	X		
People in particular age groups				X	X		
People in particular faith groups				X	X		
People who are married or in a civil partnership				X	X		
Transgender people				X	X		
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X	X		

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

The impact on people with learning disabilities and their families will (on some occasions) be perceived as negative as there may be a reduction in a provision which the person will have grown accustomed to receiving; however this should be

seen in the context that the council will continue to provide care in line with its statutory duty under the Care Act.

If the individual or their family are unhappy with the outcome of the review there is a complaints process. Individuals also have the right to advocacy, if they want it, to support them through an assessment.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, Please state whether they are vacant, or filled permanently or temporarily.

N/A

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager:

Martin Hawketts

Date:

5th November 2020

1. The Proposal

Directorate:	Adult Social Care
Service area:	Commissioning and Contracts
Budget reference:	PCA9
Budget reduction proposal:	Improved outcomes from provider reviews of reablement / digital reablement pathways
Budget saving for this financial year:	£125,000

Description of the proposal:

Improved outcomes from provider reviews of reablement / digital reablement pathways.

Following detailed work in conjunction with Local Government Association on hospital discharge planning and joint commissioning with the Clinical Commissioning Group and in particular Sirona our community health provider. We have enabled an improved alignment of hospital discharge pathways, involving closer working with Sirona and an improved access for domiciliary care providers to Technology enabled care and dedicated Occupational therapist support to support each strategic domiciliary care provider. This will enable improved outcomes from provider reviews over the reablement pathway. It will also lead to reduced packages of care and higher proportion of clients no longer requiring care following successful reablement outcomes.

Summary of changes:

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

H = High, M = Medium, L = Low, N = None
+ = Positive, = = Neutral, - = Negative

1. The Proposal

Directorate:	Adults
Service area:	Adult Social Care
Budget reference:	PCA10
Budget reduction proposal:	Domiciliary Care packages reviewed and changed as a result of COVID 19
Budget saving for this financial year:	£50,000

Description of the proposal:

Changes to domiciliary care packages as a result of the changing situation in relation to COVID 19.

Summary of changes:

From March 2020, following the first lockdown, there were changes to domiciliary care provision

- some users chose to cancel all or part of their care packages going forward
- in agreement with the users some care agencies reduced provision to lower levels
- some users chose to receive support from family members or shifted to other alternatives
- in a minority of cases the non-provision of care during this period indicated it was not necessary to continue with the same provision longer term

Reviewing all the cases where changes occurred as a result of COVID 19 lockdown will lead to an overall reducing in the amount of care hours provided.

These reviews are a result of changed circumstances and only carried out in agreement with the users in question, no reductions or changes have occurred without the consent of all parties.

Is this a continuation of a previous medium-term financial plan saving?

Yes **No**

If yes, please insert reference number and year of assessment?

N/A

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people				X		X	
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

3. Explanation of customer impact

Changes have all been agreed with users of the service, no reductions or changes have occurred without the consent of all parties.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected. Please state whether they are vacant, or filled permanently or temporarily.

N/A

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager:

Martin Hawketts

Date:

5th November 2020

Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	Adults Social Care
Service area:	Commissioning and Contracts
Budget reference:	PCA11
Budget reduction proposal:	Full year impact of redesign of housing with support arrangements
Budget saving for this financial year:	£600,000

Description of the proposal:

Full year impact of redesign of housing with support arrangements

Summary of changes:

This proposal builds on the existing work with housing providers that commenced in October 2019. Housing providers who support people with additional needs around areas such as mental health, learning disabilities and young people were funded through a grant called Supporting People this has been transferred into Adult Social Care funding some years ago and no longer is received as a grant. The housing providers also funded their offer of support through Housing Benefit to offer a revenue stream that provides a combination of housing with support.

Working with providers and Housing Benefit we were able to increase the Housing Benefit offer through enhanced management support, an entitlement to people living in supporting housing with more needs than just an accommodation offer, which resulted in an increased entitlement. This meant Social Care who were previously funding this offer could reduce funding. Over 95% of providers offering this type of service received a higher entitlement than previously. In the one service where this wasn't the case we have continued to fund through adult social care.

The support to users in these services has been further increased where required, through contracting with them using existing community support & care contracts, enabling the Council to fund extra support as required for individuals who require further support. This represents an increased needs led offer in comparison to the way these services were funded prior to this change.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people	X				X		
People from different ethnic groups	X				X		
Men or women (including those who are pregnant or on maternity leave)	X				X		
Lesbian, gay or bisexual people	X				X		
People on a low income	X				X		
People in particular age groups	X				X		
People in particular faith groups	X				X		
People who are married or in a civil partnership	X				X		
Transgender people	X				X		
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: People with learning disabilities and older people.	X				X		

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	Adults Social Care
Service area:	Commissioning and Contracts
Budget reference:	PCA12
Budget reduction proposal:	Redesign of Day Care Services
Budget saving for this financial year:	£125,000

Description of the proposal:

The funding reduction proposed in the financial year April 2021-until March in Day Service provision relates to making changes to the building lease arrangements and use of the buildings as well as transport arrangements. The proposals are to be achieved through using less expensive venues and not requiring a permanent base. As well as consolidating existing services to a smaller number of buildings that are currently not fully utilised.

Summary of changes:

The plan as summarised above is to work with current providers to not reduce or stop services but consider alternative ways of providing day services in different venues.

This will be subject to working with providers and operational colleagues as well as users of the service to ensure they are fully reviewed and supported in line with this change. To ensure their needs continue to be met. Some of these changes were underway when lock down was imposed in March. Many users requested alternative arrangements be made to meet their needs, when day centres were shut or families and users didn't feel they could be used because of individual risks relating to health conditions as they were shielding at home. It also takes advantage of leases on buses coming to a natural end and the opportunity to provide transport in more cost-effective ways. It will look at using existing owned buildings to provide bases for the services at a lower financial cost.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

If yes, please insert reference number and year of assessment?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people		X					X
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X			X
People in particular age groups				X			X
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: Older People and People with a Learning disability.		X					X

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

The impact will be determined through reviews on individuals and generally could be neutral or positive, however there may be a small group that see the change as negative regardless of continued service and this will be worked through in individual reviews and plans made around this to consider needs. The new way of working offers the opportunity to work in a more specific way considering groups needs and developing services in a way that support individuals needs rather than the previous

more generic day service model. This opportunity could also offer activities not just through the week but on evenings and weekends as well.

4. Staff equality impact summary

Are there any staffing implications for this proposal? No **Yes**

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected. Please state whether they are vacant, or filled permanently or temporarily.

We are working with independent providers to re-model their services some of which will have an impact on them. Overall, we expect this work will not reduce jobs, but it may see changes for staff in their bases and nature of work and this will have to be worked through and considered as part of the proposals. This will not affect North Somerset Council Staff.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

A full assessment will have to be completed to consider the whole impact on all individuals. There may be a range of implications that will require working through. The individual social work assessments and review will consider the impact on individuals and this will be consulted on. This may mean a full assessment isn't required, once this has been fully considered.

Is a further detailed equality impact assessment needed? No **Yes**

If 'yes', when will the further assessment be completed?

January 2021

Service Manager:

Alison Stone

Date:

30th November 2020

Medium Term Financial Plan

Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	Adults Social Care
Service area:	Commissioning and Contracts
Budget reference:	PCA14
Budget reduction proposal:	Maximise the Wellness Service to prevent / delay the need for formal care package
Budget saving for this financial year:	£75,000

Description of the proposal:

Maximise the Wellness Service to prevent / delay the need for formal care packages and support discharge pathways. A reduction in demand for services across health and social care will lead to cost avoidance, the focus of the service is to work with individuals and their carers at an early stage to support people to stay at home for longer and to prevent carer breakdown. The service provider will work with clients to identify their individual strengths and build resilience to ensure individuals progress through the service, thereby preventing or delaying dependence on statutory services.

Summary of changes:

The plan is to build on the foundations of the Wellness Service originally set up in response to winter pressures in January 2020. In April 2020 the service was expanded to meet to the needs of those who found themselves in isolation as a result of the pandemic. Individuals who usually managed well were suddenly without the support of their usual family and community networks meaning they were at risk from a deterioration in their health and wellbeing which could result in the need for a care package. Since April the service has supported people with telephone welfare checks; free Carelink trial for 3 months and a range of TEC interventions which support connectedness with friends and family. These interventions also facilitated the work of the Assessment and Reablement Team and supported the reablement process which lead to individuals being discharged from care homes. The lessons learned from this work have informed work with day care services to explore how TEC interventions could support the changing landscape of day care services. Over the coming months North Somerset officers will work with the provider to refine the way the service is provided and develop how outcomes to prove cost avoidance are recorded.

Is this a continuation of a previous medium-term financial plan saving?

No

If yes, please insert reference number and year of assessment?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people	X				X		
People from different ethnic groups	X				X		
Men or women (including those who are pregnant or on maternity leave)				X	X		
Lesbian, gay or bisexual people				X	X		
People on a low income	X				X		
People in particular age groups	X				X		
People in particular faith groups				X	X		
People who are married or in a civil partnership				X	X		
Transgender people				x	X		
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: Service users who do not meet current eligibility for social care		X			X		

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

The outcomes recorded so far show that the service is valued by both the clients, their carers, and the teams providing the service. The groups highlighted above are particularly vulnerable to the effects of isolation and loneliness, the impact is therefore expected to continue to be a positive one.

4. Staff equality impact summary

Are there any staffing implications for this proposal? No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected. Please state whether they are vacant or filled permanently or temporarily.

There is an opportunity to gain further funding that would create a small increase in job opportunities for the contractors providing the service.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

The impact of this project is expected to be very positive and doesn't directly impact on any group negatively.

Is a further detailed equality impact assessment needed?

No

If 'yes', when will the further assessment be completed?

Service Manager:

Alison Stone

Date:

30th November 2020

Medium Term Financial Plan Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	People and Communities (adult care)
Service area:	Adult social care
Budget reference:	PCA15
Budget reduction proposal:	Reduction in travel costs as a result of fewer visits
Budget saving for this financial year:	£50,000

Description of the proposal:

Following the changes to working practices during the COVID -19 lockdown with increased homeworking and use of remote methods of public contact has enabled us to conduct fewer face-to-face visits to people's homes and complete more work in a remote way. This should free additional staff time, offer a faster response to the public as well as reduce carbon emissions.

Summary of changes:

Staff mileage and travel claims will reduce during the financial year 21/22. We will develop and enhance staff training around the use of IT solutions for contact. Face to face visits will continue in situation where these are required to fulfil a statutory duty and where individuals are unable to engage remotely - professional judgement will be applied and remote contact will be used only where this is appropriate.

It is assumed that 60% of all visits will continue to be conducted on a face to face basis with the remaining 40% conducted by remote means.

Is this a continuation of a previous medium-term financial plan saving?

Yes **No**

If yes, please insert reference number and year of assessment?

N/A

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X		X	
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

It is not envisioned for this proposal to have a significant impact as there is no proposed change to service delivery, only the method of engagement with customers in some instances. Customers who are unable to engage digitally will continue to receive face to face visits.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<u>Service area</u>	<u>Value of saving</u>
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed? N/A

Service Manager: Martin Hawketts

Date: 12/11/2020