

Equality Impact Assessments

2022/23 Medium Term Financial Plan

Adult Care – December 21

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Medium Term Financial Plan Initial Equality Impact Assessment 2022/23



1. The Proposal

Directorate:	Adult Social Services
Service area:	Adult Social Care
Budget reference:	ASS S1
Budget reduction proposal:	Review of Care Packages – care needs
Budget saving for this financial year:	£250,000

Description of the proposal:

The established review team to continue to review the existing packages of care within the adult social care teams. The team will target specific reviews that have been identified to increase independence and therefore reduce dependence and cost to Adult Social Care

Summary of changes:

It is proposed that the team will continue to review packages of care within adult social care.

- The review project has 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.
- The review project has 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 assumed that having planned reviews will decrease the volume of requests for unplanned reviews and reduce 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?

PCA1 Year 2021/22

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			
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

Reviews of packages of care will be carried out in a planned way and not at a time of crisis for the person; 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 alternative services to meet their care needs, for example the voluntary sector or Continuing Healthcare.

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

Where the assessment identifies a reduction of care is appropriate, we work with the person, and their carer(s) to safely implement the changes. 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.

Staffing vacancies in the locality teams enabled formation of a small Reviewing Team. There was no change to the full-time staff equivalent across adult social care. 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
<hr/>	
Total	

1. The Proposal

Directorate:	Adult Social Services
Service area:	Adult Social Care
Budget reference:	ASS S2
Budget reduction proposal:	Review of Care Packages - NHS funding opportunities
Budget saving for this financial year:	£200,000

Description of the proposal:

People whose assessed needs relate to their health conditions require an assessment for Continuing Healthcare (CHC) funding, to determine their eligibility. If eligible their care and support is funded by the Clinical Commissioning Group (CCG). To navigate through the process, knowledge of the National Framework and an understanding of its application is required. It is beneficial for people to access this funding firstly because it is not subject to a financial 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 in identifying when a person has a primary health need and is therefore eligible for CHC funding.

This proposal includes:

- Identification of people from all areas of adult social care who may be eligible for CHC funding, completion and submission of checklists.
- Continue to increase knowledge of staff in identifying when CHC checklists need to be completed.
- Build expertise and knowledge to ensure staff are well equipped to apply the framework in order to secure CHC funding where appropriate.
- Improve knowledge and confidence to support staff to 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 was increased; it has 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?

PCA2 Year 2021/22

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

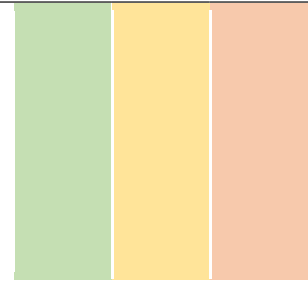
Impact type

	H	M	L	N	+	=	-
Disabled people			X		X		
People from different ethnic groups				X			
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



1. Explanation of customer impact

The decision for either a person 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 are not financially assessed and therefore do not pay a financial contribution to their care.

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.

2. 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, 1 additional staff member is requested to support the development of the service and achieve the savings.

3. 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
<hr/>	
	Total

4. 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:

22nd November 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23



1. The Proposal

Directorate:	Adult Social Services
Service area:	Commissioning and Contracts
Budget reference:	ASS S3
Budget reduction proposal:	Improved TEC / reablement pathways
Budget saving for this financial year:	£350,000

Description of the proposal:

The establishment of a new reablement service with revised pathways which focuses on therapy and Technology Enabled Care (TEC) to improve long term outcomes for citizens.

Collaborative working between North Somerset Council, the CCG and Sirona led to creation of the D2A business case. The document focuses on redevelopment of the reablement offer and funding through the CCG has been agreed. The new service will be a collaboration between occupational therapists, Access Your Care, the TEC hub, and the wellness services to deliver a proactive and preventative service which supports the D2A process and improve outcomes for individuals, there will also be an improved offer for plus sized people and scope for increased staffing resource within these services. A Care Act assessment will be completed once the reablement pathway is completed.

There will be improved alignment of hospital discharge pathways, involving closer working with Sirona and an improved access to TEC 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?

2021/22 PCA9

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

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			
Lesbian, gay or bisexual people				X			
People on a low income			X		X		
People in particular age groups			X		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: Older People				x	X		

3. Explanation of customer impact

The impacts offer positive alternatives and greater independence through an enhanced therapy offer. Whilst Technology Enable Care (TEC) has the potential to benefit all, its scope to maximise the independence of the disabled and older people receiving reablement following hospital discharge is particularly positive.

4. Staff equality impact summary

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

Explanation of staff impact

There are no specific staffing implications but will result in closer alignment between Sirona, NSC and domiciliary care provider 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

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

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

This is a positive offer with expected improved outcomes

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

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

Service Manager: Gerald Hunt

Date: 7th December 2021

Medium Term Financial Plan

Initial Equality Impact Assessment 2022/23

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:	ASS S4
Budget reduction proposal:	Accommodation Shift arising from extension to Diamond Court Extra Care Housing Scheme
Budget saving for this financial year:	£90,000

Description of the proposal:

Extension to Diamond Court for additional Extra Care Housing flats

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:

- 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.
- 20 flats will be built as an extension to Diamond Court Extra Care Housing Scheme in Weston super Mare. North Somerset Council will have the full nomination rights over all 20 flats.

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

If yes, please insert reference number and year of assessment? Yes No
PCA4 – 2021/22

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			
Lesbian, gay or bisexual people				X			
People on a low income	X				X		
People in particular age groups	X				X		
People in particular faith groups				X			
People who are married or in a civil partnership			X		X		
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing, Armed Forces Community etc.	X				X		
Please specify:							

3. Explanation of customer impact

The outcomes so far show that this way of working has a positive impact for users and their families and helps support people's local connections and closeness to their local networks, friends, and families. It also provides an assured secure tenancy with options for users to choose who supports their care needs. The groups identified are reflected as this type of accommodation is being developed for these specific cohorts of individuals who have been the most impacted by a lack of choices around care with residential care generally being the only option.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

There is an opportunity to gain further funding that would create a small increase in Job opportunities in North Somerset, although not specifically 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:

This is a continuation of an existing Housing Strategy and plans.

Is a further detailed equality impact assessment needed? Yes No

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

Service Manager: Gerald Hunt

Date: 7th December 2021

Medium Term Financial Plan

Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Adult Social Services
Service area:	Adult Care
Budget reference:	ASS S5
Budget reduction proposal:	Inflation in relation to the Better Care Fund
Budget saving for this financial year:	£145,000

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; PCA7 2021/22

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 (Including consideration of neurodiversity)				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 Better Care Fund inflation that will contribute to cost inflation

Please describe how you will communicate these changes to your customers

N/A

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 only 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
<hr/>	
	Total

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Technical adjustment, no equality impact from this budget proposal

Is a further detailed equality impact assessment needed? Yes No

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

N/A

Service Manager:

Katherine Sokol

Date:

29 November 2021

Medium Term Financial Plan

Initial Equality Impact Assessment 2022/23

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:	ASS S7
Budget reduction proposal:	Supported Living schemes as more independence-promoting alternatives to residential placements
Budget saving for this financial year:	£100,000

Description of the proposal:

A continuation of the Housing with Support Strategy approach to developing further supported living schemes as more independence-promoting alternatives to residential placements

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 a 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, 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.
- There will be a 12-unit scheme developed in Nailsea which will be able to provide long term secure accommodation to people with learning

disabilities and/or people with physical disabilities. The scheme is in partnership with Specialist Supported Housing and Leonard Cheshire Disability.

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

Yes **No**

If yes, please insert reference number and year of assessment? PCA4 – 2021/22

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

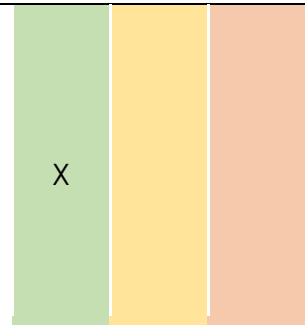
Impact Level

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			
Lesbian, gay or bisexual people				X			
People on a low income	X				X		
People in particular age groups	X				X		
People in particular faith groups				X			
People who are married or in a civil partnership			X		X		
Transgender people				X			

Other specific impacts, for example: carers, parents, impact on health and wellbeing, Armed Forces Community etc.

X



Please specify:

3. Explanation of customer impact

The outcomes so far show that this way of working has a very positive impact for users and their families and helps support people's local connections and closeness to their local networks, friends and families. It also provides an assured secure tenancy with options for users to choose who supports their care needs. The groups identified are reflected as this type of accommodation is being developed for these specific cohorts of individuals who have been mostly impacted by a lack of choices around care with residential care generally being the only option.

4. Staff equality impact summary

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

Explanation of staff impact

There is an opportunity to gain further funding that would create a small increase in Job opportunities in North Somerset, not specifically 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:

This is a continuation of an existing Housing Strategy and plans.

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

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

Service Manager: Gerald Hunt, Principal Head of Commissioning,
Partnership and Housing Solutions

Date: 7th December 2021