



EQUALITY IMPACT ASSESSMENT

BACKGROUND

Date of Assessment: (dd/mm/yyyy)	29/10/2021
Title of document being assessed:	Internal Care Homes; Future Delivery Arrangements
<p>1. This is a new policy, procedure, strategy or practice being assessed. (If Yes please check box) <input type="checkbox"/> X</p> <p>This is a new budget saving proposal (If Yes please check box) <input type="checkbox"/></p>	<p>This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input type="checkbox"/></p> <p>This is an existing budget saving proposal being reviewed (If Yes please check box) <input type="checkbox"/></p>
<p>2. Please give details of the Lead Officer and the group responsible for considering the Equality Impact Assessment (EQIA)</p>	Jillian Richmond - Service Leader, Accommodation and Home Care Residential Care Home Review Group
<p>3. Please give a brief description of the policy, procedure, strategy or practice being assessed, including its aims and objectives, actions and processes.</p>	<p>There has been a very significant movement in demand away from care homes towards care at home in the last eighteen months. This is consistent with the AHSCP strategic planning objective of keeping more people at home for longer, where it is safe to do so, however the speed with which this has come about has changed the picture of care in Angus.</p> <p>Care at home has increased from 10,350 hours per week at the start of the pandemic in March 2020 to 13,000 hours per week October 2021. This increase has put huge pressure on the care at home services, whilst, conversely, vacancies have remained high in the care home sector.</p> <p>In April 2021, (report 4/21), the IJB considered the changes in the provision of care at home and care home activity over the preceding year and agreed to reduce its commissioning of care home beds for older people by c40 placements.</p>

	<p>In June 2021, (report 16/21), the IJB considered feedback from the SPG and the SPG's recommendation to decommission up to 20 internal care home beds (as part of the original 40 beds). This proposal was approved in June 2021 reflecting the relatively high cost of delivering these services and the availability of alternative provision in the local market.</p> <p>Work has been carried out to consider the impact of changing demographics on internal (local authority) care homes for older people, and in particular the movement in demand from care homes to care at home with resultant capacity and cost pressures. This work will include an options appraisal.</p>
<p>4. What are the intended outcomes of this policy, procedure, strategy or practice and who are the intended beneficiaries?</p>	<p>In a context of reduced demand for care home beds across Angus, it is proposed that managers from the AHSCP progress a period of consultation with stakeholders about the options available to decommission up to 20 internal care home beds in Angus. The consultation programme will help to inform any future decision on how up to 20 internal care home beds will be decommissioned with the view that these be provided instead by the independent sector. This will provide significant funding towards supporting other services, where demand has continued to rise such as care at home.</p>
<p>5. Has any local consultation, improvement or research with protected characteristic communities informed the policy, procedure, strategy or practice being EQIA assessed here?</p> <p>If Yes, please give details.</p>	<p>Research has been conducted around the growing demographic pressures in older people's services and the growing trend towards care at home and ongoing reduction in demand in the care home sector. The IJB identified that further funding was required to support care at home, ERT, day care and care management as detailed in report 3/21, ("The Impact of Demographic Change, Older People's Services") as part of the AHSCP's ambition within the Strategic Commissioning Plan of "shifting the balance of care to support more people in our communities and support people to greater independence for longer".</p> <p>An option appraisal of all options is being undertaken including reflecting premise, workforce and financial aspects. A programme of consultation with residents, families, staff and stakeholders will now commence regarding the options available to decommission up to 20 internal care homes beds. The programme of consultation and engagement will include those who could be directly impacted by any future decision made regarding the decommissioning of these</p>

	<p>internal care home beds. The internal care homes in scope are Seaton Grove Care Home, Arbroath, Beech Hill Care Home, Forfar and Kinloch Care Home, Carnoustie.</p> <p>To help inform the best way to decommission up to 20 internal care home beds, we now require to progress a programme of consultation to help inform any future decision.</p>
<p>6. Fairer Scotland duties:</p> <p>1) Does this report have an impact for Angus citizens under Fairer Scotland? No</p> <p>2) If Yes, what are these implications and how will they be addressed?</p>	<p>There are no negative implications for Angus citizens under Fairer Scotland duties.</p>

EQUALITY IMPACT ASSESSMENT (EQIA) - RELEVANCE SCREENING

1. Has the proposal already been assessed via an EQIA process for its impact on ALL of the protected characteristics of: age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? No

1 a. Does the proposal have a potential to impact in ANY way on the public and/or service users holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

Yes - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

1 b. Does the proposal have a potential to impact in ANY way on employees holding any of the protected characteristics of age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? This applies to employees of not only NHS Tayside and Angus Council, but also the 3rd sector.

Yes - Proceed to the Full Equality Impact Assessment (EQIA).

No - please state why not (specify which evidence was considered and what it says)?

2. Name: Jillian Richmond

Position: Service Manager

Date: 29/10/21



FULL EQUALITY IMPACT ASSESSMENT (EQIA)

Step 1.

Is there any reason to believe the proposal could affect people differently due to their protected characteristic? Using evidence (e.g. statistics, literature, consultation results, etc.), justify whether yes or no. If yes, specify whether impact is likely to be positive or negative and what actions will be taken to mitigate against the undesired impact of a negative discrimination. When considering impact, please consider impact on: health related behaviour; social environment; physical environment; and access to & quality of services of NHS Tayside, Angus Council or 3rd sector social justice.

1a. The public and/or service users holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE		Yes there will be a negative impact as the service provided is for older people who will have to move to alternative accommodation.	The welfare of the residents affected is paramount, and they will remain at the centre of any plans going forward. We will aim to minimise impact and to support residents, families, and staff as much as possible by approaching this in a planned way, taking into account their needs, and by ensuring that clear and consistent communication and engagement take place. We will implement the COSLA good practice guidance on the closure of a care home and the Care Inspectorate guidance and requirements in relation to transition plans for residents.
GENDER			
DISABILITY		Yes, there will be a negative impact as the service provided is for older people who will	The welfare of the residents affected is paramount, and they will remain at the centre of

		<p>have to move to alternative accommodation. Some of the older people affected will have dementia and may also have other physical disabilities or long term conditions.</p>	<p>any plans going forward. We will involve and engage with residents, families and health professionals to ensure the health needs of the residents are fully taken into account. This will include assessment, planning, transition and follow up support. In line with the COSLA good practice guidance we will, for individuals who have particularly complex care needs, including people with dementia and those in receipt of palliative care, communicate with other health professionals, including district nurses and GPs as this will be important to the person's health and well-being at the point of transfer. During the pre-transfer planning stage we will ensure that all care records, prescription records and other information vital to the care and wellbeing of the resident is transferred to the staff in the receiving home. An initial review will be undertaken to ensure that all relevant contact information such as details of next of kin; details of any formal powers held by a family member or other carer; details of advocacy involvement; and any involvement from allied health professionals to ensure that the right information on the person's care and health needs are made known to the receiving home. Assessments/ Person Centred Plans will be updated to reflect individual's future accommodation choices including location, type of accommodation, and</p>
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			contact with friends/existing residents. Accommodation support needs also to be made clear in the up to date plans. Advocacy support will be offered to any affected residents.
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			
GENDER REASSIGNMENT			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)	There is potential for some positive impact for some carers depending on where they live and where their relative is moved to. It could be closer to their home/better bus route etc, making it easier for them to visit.	Yes, there will be a negative impact as the service provided is for older people who will have to move to alternative accommodation. Some of the older people affected will have dementia and may also have other physical disabilities or long term conditions. This may cause anxiety for carers and family members.	As point above. In addition to this, carers and family members will be involved in the consultation programme, assessments of residents and the transition planning process.

1b. The employees holding the Protected Characteristics:

	POSITIVE IMPACT	NEGATIVE IMPACT	Intended mitigating actions against the b) Negative Discrimination
	a)Positive Action	b)Negative discrimination	
AGE	There could be a positive impact for some older staff if they are nearing retirement and are able to access ER/VR package.		
GENDER		Yes – the majority of the workforce within the internal care homes are female.	The consultation on the options to decommission up to 20 internal care home beds will inform a future decision about how this will happen. A further EQIA will be undertaken at this point. Any decision made is likely to have a direct

			<p>affect on some staff in relation to service changes and ways of working. Our desire is to avoid any compulsory redundancies and work will be ongoing to identify alternative employment options through the Council's Managing Workforce Change policy. Although the majority of the workforce are female, there is no difference in how female employees are supported. All employees, regardless of their gender, will be supported with the same options and opportunities as specified in the 'Managing Workforce Change' policy.</p> <p>The majority of posts held by staff within our internal care homes are also in part time position and we would take this fully into account through the 'managing the workforce change' process in terms of identifying suitable alternative employment opportunities that reflect their current part time positions.</p>
DISABILITY			<p>It is possible that some staff may have disabilities. We would ensure, through the 'Managing the Workforce Change' process that their any disabilities were taken fully into account when considering alternative employment opportunities. This would include identifying any reasonable adjustments that would be required.</p>
ETHNICITY/ RACE			
SEXUAL ORIENTATION			
RELIGION/ BELIEF			

GENDER REASSINGMENT			
MARRIAGE/CIVIL PARTNERSHIP			
PREGNANCY/ MATERNITY			
OTHER: CARERS OF OLDER AND/OR DISABLED PEOPLE (Although carers are not considered as a PC in itself, they are protected by the Equality Act 2010 from “discrimination by association” with the PCs of age and disability)			It is possible that some of the staff affected are also unpaid carers. We would ensure, through the ‘Managing the Workforce Change’ process that their caring responsibilities were taken fully into account when considering alternative employment opportunities.

1c. Does the proposal promote good relations between any of the Protected Characteristics?

YES

NO

NOT SURE

Specify further (e.g. between which of the PCs, and in what way, or why not or not sure)

1d. What steps will you take to collect the Equality Monitoring information needed to monitor impact of this proposal on PCs, and when will you do this?

Equality monitoring information is collected annually in line with the equalities mainstreaming outcomes and monitoring arrangements.

Step 2

Publish The Equality Impact Assessment.

Where will the Equality Impact Assessment (EQIA) be published?

Angus Health and Social Care Partnership page on Angus Council website

CONTACT INFORMATION

Name of Department or Partnership:	Angus Health and Social Care Partnership
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Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Manager Responsible	Author Responsible
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Signature of author of the policy:	Date: 29/10/21
Signature of Director/Head of Service:	Date: 29/10/21
Name of Director/Head of Service: George Bowie	
Date of Next Plan Review: January 2021	

For additional information and advice please contact:

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