

## EQUALITY IMPACT ASSESSMENT

<b>STRATEGY/ACTION:</b> Adult Social Care Efficiencies	<b>Department:</b> Services For People
<b>Person responsible for assessment:</b> An Workman <b>Person responsible for strategy where different from above:</b>	<b>Date of assessment:</b> <b>24 January 2012 to be monitored and reviewed as individual reviews are undertaken.</b>
<b>Brief description of strategy, partners and those who will be affected by its delivery:</b>  <b>To review the top 62 high cost social care packages with a view to find more cost effective ways of supporting individuals.</b>  The review of the care packages will identify the most effective way of supporting eligible individuals within available resource. This will require an options appraisal for each package to be undertaken, alongside the person/or their advocate and circle of support (where appropriate). The cost effective mechanism established for each package, will be proportionate to the assessed needs, package requirements and outcomes to be achieved. This will be carefully balanced with achieving Best Value and maintaining quality and individual outcomes within support delivery  The review of these particular packages, will be undertaken at the natural point of the annual review and will consider; <ul style="list-style-type: none"><li>• The present structure of the package, including all relevant funding components.</li><li>• Whether elements of the package could be delivered in alternative ways, for example, through assistive technology</li><li>• Whether all components of the package remain appropriate including the relevance of historical arrangements</li><li>• Long term sustainability,</li><li>• Presenting risks and considerations to be made</li><li>• Person centred outcomes to be achieved.</li></ul> Due to the nature of this specific proposal, the impact assessment will be an ongoing process for a period of time, taking into consideration the potential arising impacts. Any arising impacts at an individual and cumulative level will be continuously monitored through the impact assessment process, through to any implementation.	

As part of this impact assessment the 62 individuals with the highest cost Adult Social Care packages have been identified, and include individuals across a range of different client groups and age ranges. Due to the precise requirements of each of the packages, individual reviews will be undertaken to establish the most effective support mechanism, balancing, quality, cost and outcomes. Each of the individual reviews will identify the potential impacts both positive or negative arising from this action, where a potential negative impact is identified strategies to mitigate, minimise or remove this impact will be identified. Any identified arising impact would be closely monitored upon implementation and post implementation to ensure any mitigation strategies remain effective.

Some of the 62 individuals presently receive their support through a Direct Payment. Particular consideration will be given to the structure and components of the Direct Payments and any arising impacts relating to the employment of a Personal Assistant.

As part of the impact assessment, a focus group was held on the 01.02.12 comprising of key adult social care practitioners, and service providers, representing the range of client groups represented within these identified 62 packages. The focus group identified a number of high level impacts which may arise as a result of the review of these packages. It was acknowledged from the outset that the detailed work surrounding any arising impacts would be at an individual level through the review process, this would encompass the potential severity of any arising impact, and the required and appropriate mitigation action for the specific individual.

The potential overarching Impacts identified through the forum have been detailed on page 8-9 and summarised below.

**Potential Positive Impact**

- Appropriate re-accommodation and support
- Scope to pool hours/budgets to maximise opportunities with friends and have opportunities tailored towards personal interest.
- Review of package components
- Opportunities for greater use of technology where appropriate to support independence.

**Potential Neutral Impact if needs can appropriately be met by an alternative mechanism.**

- Night Time Support Requirements

**Potential Negative Impact**

- Direct Payment Structure

- Cumulative Impacts
- Complex Care Requirements

It was identified that as this proposal is focused upon individuals with very different circumstances, needs, requirements and outcomes focuses, that the considerations made will be individually tailored and consequently the outcome will be variable and in some instance may result in little to no change for the individual.

This particular proposal is contained within the MTFP proposals, and was therefore part of the corporate consultation sessions, of comments were received through this process and have been outlined on page 10.

## Introduction

**Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.**

**This proposal specifically relates to a review of the top 62 high cost social care packages with a view to find more cost effective ways of supporting individuals. Please refer to scope outlined above.**

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Equality Act 2010 Protected characteristics:				
Age			<p>Adult Social Care Assessments are available to individuals aged over 18, individual needs are assessed against the FACS criteria. There are designated functions and practitioners to support individuals with their specific needs, this includes the Specialist and Ongoing Assessment team, where a number of Eligible Older People receive support, there are specialist functions around adults with a learning disability, adults with mental health needs and physical and sensory impairments. Specifically with regard to the 62 individuals with the highest cost care packages. The age range of the 62 individuals spans from 18 – 83 (however a large proportion are aged over 60)</p> <p>Please refer to the process which will undertaken with regard to individually reviewing packages.</p>	

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Disability			<p>Adult Social Care Assessments are available to individuals aged over 18, individual needs are assessed against the FACS criteria. There are designated functions and practitioners to support individuals with their specific needs, this includes the Specialist and Ongoing Assessment team, where a number of Eligible Older People receive support, there are specialist functions around adults with a learning disability, adults with mental health needs and physical and sensory impairments. Specifically with regard to the 62 individuals with the highest cost care packages there are individuals presently receiving these packages who:</p> <ul style="list-style-type: none"> <li>Have a physical and or sensory impairments.</li> <li>Have a Learning Disability.</li> <li>Are Older People.</li> </ul> <p>Please refer to the process which will be undertaken with regard to individually reviewing packages.</p>	
Gender reassignment			<p>The Council does not hold information on its administrative systems on gender reassignment. However, it does not envisage any adverse impacts on these grounds, specifically in relation to these 62 high cost packages.</p>	

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Pregnancy and Maternity			Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic.	
Race			Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic.	
Religion or belief			Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic. Specific Individual needs, requirements, values and beliefs will form part of the individual reviews undertaken as part of the process.	
Sex			Within the 62 highest cost packages there are 32 females and 30 males. Specific Individual needs, requirements, values and beliefs will form part of the individual reviews undertaken as part of the process	

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Sexual orientation			The Council does not hold information on its administrative systems on gender reassignment. However, it does not envisage any adverse impacts on these grounds	
Marriage and Civil Partnership			The Council does not hold information on its administrative systems on gender reassignment. However, it does not envisage any adverse impacts on these grounds	
Local Priorities:				
Geographical impacts			Within the 62 highest cost Adult Social Care packages there are a range of service provision from Specialist and Domiciliary care which is delivered into a persons own accommodation and therefore is delivered across Borough. There are individuals within the 62 highest cost care packages who receive support in designated accommodation provision both inside and outside of the Borough of Darlington.	

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Carers			<p>Within the 62 highest cost adult social care packages there are a range of individual circumstances and therefore some individuals will have family carers and paid carers. As part of the individual review process the individuals unique circumstances, needs will be considered, this will be looked at holistically. All component parts of the package will reviewed alongside a person's circle of support where appropriate. Any potential impact upon carers, and how this could be addressed will be identified through the individual reviews. Within adult social care there is designated support for carer, any cross potential impacts with the review of carers support service will be monitored.</p>	
Young People leaving care			<p>Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic.</p>	
Gypsies & Travellers			<p>Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic.</p>	



Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Refugees & Asylum Seekers			Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic.	
Unemployed or low income			Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic. Any revisions to packages which may occur through this process will be assessed alongside the Fairer Contributions Policy.	
People with spent criminal convictions			Specifically in relation to the 62 highest cost Adult Social Care packages as this relates to identified individuals, the council does not expect any adverse impact relating to this particular characteristic .	

**Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?**

Yes	✓ * Please refer to context below
No	

*\* This proposal relates to 62 specific individuals with the highest cost care packages and therefore this particular proposal relates directly to those identified individuals.*

**If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse. (b) What needs to be done to prevent any potentially adverse impact**

*Within the 62 identified individuals the majority of people are disabled people and or Older People. However, due to the precise requirements of each of the packages, individual reviews will be undertaken to establish the most effective support mechanism, balancing, quality, cost and outcomes. Each of the individual reviews will identify the potential impacts both positive and negative arising from this action, where a potential negative impact is identified strategies to mitigate, minimise or remove this impact will be identified. Any identified arising impact would be closely monitored upon implementation and post implementation to ensure any mitigation strategies/action remain effective.*

### **Overview of potential arising impacts**

Please note these are headline potential impacts identified to date only, and will be reviewed and monitored as the individual review process commences.

### **Potential Positive Impact**

#### **Appropriate re-accommodation and support**

Through the focus group undertaken on the 01.02.12, a case study example was given of current work which has been undertaken to support a young disabled person who has historically been accommodated out of Borough, which was not the most appropriate form of accommodation for her needs, but the individual wished to move to be accommodation nearer her partner. Her circumstances have now changed, and she had been receiving support from Adult Social Care Practitioners have worked to source alternative more appropriate support tailored towards her needs within the Borough of Darlington. This was an example of how the review of all components of a persons package, alongside current circumstances, can result in a very positive outcome.

**Scope to pool hours/budgets to maximise opportunities with friends and have opportunities tailored towards personal interest.**

Where 2 to 1 support or 1 to 1 support in the community is delivered, particularly where individuals are going out friends potential opportunities for pooling some of this support time so it is utilised more effectively was identified.

**Review of package components**

The perceived disparity in the resources of some packages was identified by those present, this particularly related to some of the rather lean packages within Older Persons and some more flexible packages for other client groups. It was identified that the review process will present opportunities for reviewing all components and could present opportunities for readdressing this balance, where appropriate.

The example given in relation to this was; the present situation where individuals are in residential care, but also receive 5 days day care and transport, this scenario tends to be more prominent with certain client groups.

**Opportunities for greater use of technology where appropriate to support independence.**

The opportunities for assistive technology to be considered as part of the reviews was identified, with the acknowledgement that it will be appropriate for some, but not others. This is a particular area where there are continuous advancements, which package requirements should be considered in line with.

**Potential Neutral Impact if needs can appropriately be met.**

**Night Time Support Requirements**

In the consideration as to whether of components of a care package remain appropriate the delivery of sleep in support was highlighted. The use of technology such as bed sensors in ascertaining an accurate picture of need, as to whether night time support is actually required was highlighted.

**Considerations surrounding potential negative Impact**

**Complex Care Requirements**

The complexity of a persons needs was highlighted within regard to individuals who have very complex care requirements and require specialist arrangements. The scenario of individuals who require 2 care/support staff to assist in the home or out in the community due to their needs was identified, for some of these individuals there may be no safe alternative.

It was identified that due to the complexity of needs of some individual the base line cost of their package is high.

### **Cumulative Impacts**

There is a potential linked impact with the review of Adult Social Care Transport and Carers Support Service review.

### **Direct Payment Structure**

The opportunity for pooling hours of support through direct payments in order for individuals to undertake an activity was highlighted, practitioners felt this is difficult where people have a Personal Assistant due to the employment implications, but could be developed where a provider organisation is delivering support.

A potential negative impact was indentified within this, this related to the fact that through Fairer Contributions individuals are required to make different contributions depending upon their individual circumstances, and therefore the contributions for a shared activity may potentially differ which people may find difficult to understand and accept.

### **Impacts identified through MTFP Consultation**

Event	09/12/2012	You are removing my services. The assessment has put me into the low or medium bracket. Can't walk, can't cook. I am also an attempted suicide you know nothing about the personal impacts
Letter	27/01/2012	Age UK Darlington believes that if you are looking for less expensive ways to meet people's needs this will involve reassessment. Services should not be withdrawn without a proper assessment first. A point to watch is that you should not fetter the discretion of assessors by telling them in advance of the assessment that they must find cost savings. This exercise would not generate savings if carried out properly because you will inevitably find that the needs of some people will have increased since their last assessment so the review process is likely to generate increased demand. Once more, discretion of assessors must not be fettered by telling them they are not allowed to find increased need. A number of local authorities have been successfully taken to court recently due to failure to carry out a proper disability impact assessment.
Event	17/01/2012	I understand that lower bands of care will not be funded, if someone is moderate or low. In terms of mental health I do not think this is enough. Have you thought about how this keeps

	people well as health fluctuates? Effectively, if you improve you lose the service and have no low level support and then deteriorate. This will not help people stay well, what support will be put in place?
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**Comments Highlighted though MTFP Consultation.**

<b>Proposal: 62</b>	<b>Adult Social Care Efficiencies</b>
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Method	Date	Comment
Comment Box		May I suggest that you preserve meals, care within the home. Anything which will improve the lives of the elderly/less independent.
Email	01/12/2011	I note that, out of a net budget of 80.5 million pounds, 33 million is expected to be spent on "adult services". This amount is 41% of the total net budget and 80% of the amount to be raised by Council Tax. Although in The Budget Special you list what you will continue to provide it does not seem to be able to add up to such a large part of the budget as 33 million pounds. I and some of my friends are interested to know a breakdown of where the bulk of this part of the budget is spent.

**Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)**

Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

**If you have answered 'yes', please give examples of how equality is promoted.**

**Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?**

The response below details the work undertaken as part of the corporate consultation events, and the direct engagement work which will be undertaken around individual impacts through the review process.

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	✓		<p>This specific proposal is part of the corporate consultation undertaken on the Medium Term Financial Plan: Consultation events have taken place as part of the 2011/2012 MTFP budget consultation events, these include;</p> <ul style="list-style-type: none"> <li>• Public consultation events specifically targeted for disabled, young people and older people</li> <li>• Town Crier publications</li> <li>• Online forums</li> <li>• Talking Together Events</li> <li>• Attendance at local community groups and action groups (i.e. DAD)</li> </ul> <p>Within the 62 highest cost care packages there is a wide age of individuals; all affected age groups will be consulted by very nature of the fact that individual reviews with all indentified individuals will be undertaken. The focus group undertaken with key practitioners and service providers to identify any potential arising impacts, had representation from Learning Disability, Physical and Sensory Impairments and Older Peoples provisions and consequently covered a number of age related potential impacts. The age range of the 62 individuals spans from 18 – 83 (however a large proportion are aged over 60)</p>	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Disability	✓		<p>As Above</p> <p>However, specifically within the 62 highest cost care packages there is a wide age of individuals, with various impairments including physical and or sensory impairment, Learning Disabilities. All individuals with specific impairments (or where this is not appropriate their circle of support) will be consulted by very nature of the fact that individual reviews with all indentified individuals will be undertaken. The focus group undertaken with key practitioners and service providers to identify any potential arising impacts, had representation from Learning Disability, Physical and Sensory Impairments and Older Peoples provisions and consequently identified a number of related potential impacts arising from a disability.</p> <p>The individual review process will encompass a reassessment of need and how the needs can effectively these can be met balancing required outcomes, personal preference, quality assurance and best value.</p>	
Gender reassignment			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Pregnancy and Maternity			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Race			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Religion or belief			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Sex			Within the 62 highest cost packages there are 31 females and 30 males. Specific Individual needs, requirements, values and beliefs will form part of the individual reviews undertaken as part of the process. Therefore there is not a disproportionate impact relating to this specific characteristic.	
Sexual orientation			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Marriage and Civil Partnership			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Geographical impacts			As the reviews will be undertaken with individuals across a range of localities both inside and outside of the Borough of Darlington, geographical locations will be a key considerations as part of the reviews this will be particularly pertinent to those individuals outside of the Borough of Darlington and individuals undertaken key activities within specific localities for example day opportunities.	
Carers			The individual review process will seek where appropriate to involve a person's circle of support which will include family carers and paid carers.	
Young people leaving care			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	



Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Gypsies & Travellers			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Refugees & asylum seekers			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
Unemployed or low waged			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	
People with spent criminal convictions			Please refer to previous information regarding corporate consultation sessions. No adverse impacts arising from the proposal have been identified against this specific characteristic.	