

Review of In-house Extra Care Services

Did you use the EIA Screening Tool? No

1. Explaining the matter being assessed

This document relates to a:

Change to a service or function

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

The Joint Executive Director for Adult Social Care & Integrated Commissioning has taken the decision under delegated authority to review the future of support being provided to cohorts of tenants residing at five housing with care settings by staff employed by (SCC) Reablement service.

housing model which focuses mainly on older people, and offers accessible and adaptable housing (under rental, shared ownership, or leasehold arrangements) alongside formalised care services which can meet a range of needs on site and respond to care emergencies 24 hours a day, 7 days a week.

Following analysis and review of the current delivery by commissioning colleagues, it has been agreed by the Senior Leadership Team (SLT) for SCC Reablement to cease delivering support at these settings.

This decision was made to allow SCC Reablement to focus on assisting people in the community with their recovery following a crisis, whether following a hospital admission or to prevent people going into hospital in the first place. The proposal is for the locality teams and the current housing providers to identify appropriate alternative support. It is proposed that there will be a period of handover between SCC In-house Extra Care staff and

Equality Impact Assessment

Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Source: LAS as at 21 March 2023

Latest Primary Support Reason	Number of people total	% of total
Learning Disability Support		7.8%

Equality Impact Assessment

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The needs of individuals residing in the 4 other settings are varied in line with the above.

Positive Impacts

No change to environment or routines for residents with disabilities creates stability.

There is potential to improve outcomes for people through an alternative service that is better suited to need associated with their disability.

Through individual, personalised reviews of assessed need, the level of support provided to individuals with a disability will be improved or matched to their level of needs.

Individuals with a disability

Equality Impact Assessment

Commissioners are responsible for engagement with landlords and tenants

Reablement service are responsible for engagement with staff consultation and continued support to Extra care tenants.

Locality teams are responsible for assessing tenants needs and supporting with individual queries during the consultation process.

Reablement service will provide a robust handover to any identified successor provider (where needed).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None.

Any negative impacts that cannot be mitigated?

None.

Equality Impact Assessment

may be more difficult for individuals where English is not a first language, tenants may struggle to build up a rapport/communication with new providers.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

Commissioners will liaise with landlords and tenants keeping them informed. Face to face tenant meetings will take place after the official communication about the consultation has been shared.

There will be 2 dedicated locality contacts who will keep up to date with individual queries and oversee those reviews of assessed need are carried out.

Reablement extra care service staff will not be withdrawn until new providers (where required) are in place.

Equality Impact Assessment

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

None

Any negative impacts that cannot be mitigated?

None

Sex

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Source: LAS as at 21 March 2023

Gender (group)	Number of people Total	
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Equality Impact Assessment

None

Any negative impacts that cannot be mitigated?

None

3. Staff

Age

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Breakdown of staff in all five Extra Care homes by age group (Data from SAP

Equality Impact Assessment

Negative Impact

Older staff may find it harder to gain new employment.

Experienced staff of all ages may find it difficult to obtain comparable terms and conditions in the independent sector.

There may be an impact on pension benefits for older staff who may be nearing retirement - the Local government pension scheme is recognised as extremely good.

Describe here suggested mitigations to inform the actions needed to reduce inequalities

We will seek to redeploy staff of all ages wherever possible within the council.

We will signpost staff on how to access independent pension, financial and planning advice and assist with applying for other roles if required.

Through individual conversations we will seek input from staff about what they would find helpful, what their aspirations are and how they wish to be supported.

Staff will be fully engaged in a 30-day formal Consultation period; we will provide staff training where applicable and obtain input from staff.

Guidance will be provided by HR, Area Director Service Delivery.

What other changes is the council planning/already in place that may affect the same groups of staff? Are there any dependencies decision makers need to be aware of?

Closure of the in-house care homes for older people.

Any negative impacts that cannot be mitigated?

None.

Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

6.9% of the frontline work force have declared a disability (Data from SAP 30 July 2022).

Negative Impact

There may be an impact on staff with a disability in finding alternative employment if they are reliance on public transport.

Staff with a disability may find it more difficult to find alternative employment.

Alternative employment opportunities may be affected by communication difficulties.

Some staff may not want to disclose they have a disability.

Equality Impact Assessment

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

We will support staff to redeploy within Surrey County Council where possible.

We will offer confidential, one to one support sessions so that all staff can be assisted on an individual basis.

Assist with training and skills such as CV writing, job applications and interviews.

Guidance will be provided by HR, Area Director Service Delivery.

What other changes is the council planning/already in place that may affect the same groups of staff? Are there any dependencies decision makers need to be aware of?

Closure of the in-house care homes for older people.

Any negative impacts that cannot be mitigated?

None identified.

Religion

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Declared Religion and Belief of Staff in all five Extra Care services(Data from SAP 30th July 2022):

Religion	%
Buddhist	0.00%
Christian all faiths	20.69%
Hindu	0.00%
Jewish	0.00%
Muslim	0.00%
Sikh	0.00%
Any other Faith/Religion	0.00%

Equality Impact Assessment

0% of affected staff are male

Positive Impact

We will fully support staff, regardless of sex, to explore alternative roles within the council.

Negative Impact

100% of the workforce is female, many of whom work part time and have caring responsibilities. Any loss of flexible working could affect the whole family.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

We aim to redeploy staff within SCC wherever possible.

We will encourage hiring managers within SCC to be flexible with redeployment.

Help staff investigate flexibility of other employers and assist with applying for other roles if required.

Guidance will be

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Outcome Two: Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?

Outcome Three: Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:

Sufficient plans to stop or minimise the negative impact

Mitigating actions for any remaining negative impacts plans to monitor the actual impact.

Outcome Four: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the

[Equality Act](#) concerning employment, goods and services and equal pay).

Recommended outcome:

Equality Impact Assessment

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
2	30November 2022	Gathered resident's feedback	Extra Care project team	October 2022		Open
		Share feedback with landlords	John Woodroffe	November 2022		Open
		Assess residents needs	Julie Willaims and Michaela TooGood	Nov-Dec2022		Open
		Provide support to impacted staff by facilitating shadowing opportunities in Reablement roles.	Claire King	Ongoing		Open
		Continue to provide 1-1 support to impacted staff	Claire King and Helen Lockett	Ongoing		Open
3	Jan April 2023	Implementation of new structure at each settings	Extra Care project team	TBC		Open

6a. Version control

Equality Impact Assessment

Version Number	Purpose/Change	Author	Date
1	Initial Draft of EIA	Divash Patel & Claire King	16/02/2022
1.1	Redo data tables including source and date and update action plan feedback received from Kathryn Pyper	Divash Patel & Claire King	18/10/2022
1.2	Feedback from Kathryn Pyper and refresh of data for residents impact by changes	Kathryn Pyper	14/03/2023

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

