

Equality Impact Assessment

Equality Impact Assessment - Accommodation with Care Strategy – Extra Care

Question	Answer
Did you use the EIA Screening Tool? (Delete as applie	

Equality Impact Assessment

Question	Answer
Why does this EIA need to be completed?	<p>The development and operation of new extra care capacity through the Accommodation with Care Strategy will involve changes to policies and functions amongst operational staff, and present new services to people living in Surrey, their carers and relatives.</p> <p>This EIA helps us to build up a profile of the existing users of extra care in Surrey, and from this profile consider how both current and future users of extra care may be affected by the extra care element of the Accommodation with Care Strategy.</p> <p>The anticipated impacts will be assessed with regard to those with</p>

Equality Impact Assessment

2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people

2. DisabilsETEMCT1 12 Tf74.6sna0.48 32.64 ref* nBT0 g/TT1 12 Tf6.13 467.98 Td()18i.45265 DC qaD841.92 595.32 reW* nBT0 g40.3sa5.96BD

Equality Impact Assessment

Age

Question	Answer
----------	--------

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>- Age restrictions may prevent some people, whose needs may best be met at an extra care setting, from being considered for referral.</p>	<p>An age 'cut off' is used as a general guide for applications to extra care settings, as they are generally regarded as communities for people aged over 55 years of age or more.</p>	<p>The age of individuals is a key factor for nominations processes, where decisions are made on who may be offered an extra care tenancy. However, individuals under 55 years of age may be considered exceptionally on the basis of need and urgency, particularly where alternative settings are not regarded as suitable.</p>	<p>Consideration will be made for people under the age restriction in partnership with local housing authorities and providers as part of an exceptions process in nominations decisions. Agreed approaches will therefore be factored into nominations policies.</p>	<p>The Extra Care Strategy Team and (once nominations processes are operational) social care Locality Team staff, in partnership with local housing authorities and extra care providers.</p>
<p>+ Older residents will have increased choice with more accommodation options available to meet their care needs.</p>	<p>The Council's ambition through the Accommodation with Care Strategy is to develop a range of housing options across the county. Extra care is an additional housing option primarily aimed at older people.</p>			

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>+ Flexible care that can adapt to individual needs, enabling older people to live in extra care settings for the rest of their lives with a lower risk of transfers elsewhere (e.g. residential care) due to care emergencies</p>	<p>Care packages can be better tailored to individual needs within extra care settings with the provision of shared emergency care and flexible personalised care. This will prevent the necessity for many individuals to move as their needs change and minimise the risks of transfers elsewhere in response to a crisis.</p>	<p>The establishment of a flexible care and support commissioning offer to go alongside the provision of accommodation.</p>	<p>This will be implemented as new extra care settings are developed across the county.</p>	<p>The Extra Care Strategy Team</p>
<p>+ Accommodation that offers longevity with purpose-built buildings for older people that are fit for the future.</p>	<p>SCC developments will be newly built to a design standard that meets the needs of an ageing population and enables future modification. SCC will work to ensure that any accommodation they develop is in the right location and will meet people's changing needs.</p>	<p>Clear design briefs for SCC developments, incorporating requirements for accessibility and adaptability, will be key to the tender documentation for SCC owned sites. Clear best practice expectations will also be developed and published for the independent sector and local authority planners, to assist with design documentation for planning applications.</p>	<p>This 1ill@ten</p>	

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>+ Older people will benefit from access to communal facilities on site and nearby facilities, which will help to reduce social isolation and loneliness</p>	<p>Older people are more likely than their younger counterparts to suffer from loneliness or social isolation, particularly if they live alone and reside in locations set away from communities. While this is widely researched as an issue, the NHS website states the following: Link to NHS website</p>	<p>Future extra care settings will feature an array of communal facilities, which will allow residents to regularly engage with each other and visitors</p>		

Equality Impact Assessment

Question	Answer
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>	<p>The Older People's Commissioning programme – including the following areas of work:</p> <ul style="list-style-type: none">- Review of the sourcing function for older people's care and support, including eligibility and referral processes for extra care- The recommissioning of home-based care, upon which planned care delivery on extra care sites will be monitored- Technology Enabled Care (TEC) programme, including telecare and other assistive technology that may be required by people living in extra care settings- Engagement with local authority planners on future care developments, linked to a wider market shaping strategy <p>Wider commissioning arrangements with regard to aids and adaptations to property is also a</p>

Equality Impact Assessment

Disability

Question	Answer
----------	--------

What information (data) do you have on affected service users/residents with this characteristic?

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>+ Extra care settings provide an environment that is built fundamentally with accessibility and adaptability in mind to support people with physical and sensory disabilities and cognitive impairments</p> <p>+ Flexible care will be delivered in extra care settings that can adapt to individual needs, enabling people with disabilities to live in extra care settings for the rest of their lives with a</p>	<p>Extra care settings will be built to best practice principles with regard to accessibility and design.</p>	<p>Clear design briefs for SCC developments, incorporating requirements for accessibility and adaptability, will be key to the tender documentation for SCC owned sites. Clear best practice expectations will also be developed and published for the independent sector and local authority planners, to assist with design documentation for planning applications.</p>	<p>This will be on-going as new housing options are delivered.</p>	<p>The Extra Care Strategy Team and Property Services.</p>

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>complex care needs associated with a disability</p> <p>- People with communication needs may not be made aware of the opportunities presented by extra care settings, or may not apply to be referred, because the communication method used is inappropriate, and extra care settings may not be responsive to their needs once they become residents</p>	<p>support people with their access to universal and specialist health care.</p> <p>Information on the communication needs of current extra care residents provides an indication of the communication needs of people who may benefit from extra care in the future</p>	<p>Future operators of the settings will be expected to engage with them routinely, in direct response to residents' needs.</p> <p>The tender documentation and contractual expectations</p>		

Equality Impact Assessment

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	None known.

Equality Impact Assessment

Gender Reassignment

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>Population statistics on gender reassignment are very limited, particularly because the 2011 census (from which population projections are usually produced) did not collect appropriate information – the only question on gender was in relation to sex being male or female (source: census).</p> <p>It is expected that this will change with the inclusion of a question on gender identity in the 2021 census, which will collect information on those whose gender is different from their sex assigned at birth. Of course, any information from this census will be factored into future iterations</p>

Equality Impact Assessment

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	Residents in extra care settings may behave in a discriminatory manner to others, and efforts to change long held perceptions of people different to themselves may prove highly problematic or

Equality Impact Assessment

Question	Answer
----------	--------

Impacts
(D

Equality Impact Assessment

Question	Answer
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of	None Known

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	

Equality Impact Assessment

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	Residents in extra care settings may behave in a discriminatory manner to others, and efforts to change long held perceptions of people different to themselves may prove highly problematic, particularly in the case of cognitive impairment. While abuse will of course be challenged and investigated, less direct examples of discrimination would be very difficult to police through existing policies and procedures.

Equality Impact Assessment

Sex

Question	Answer
----------	--------

The Office for National Statistics subnational population projections, as published in May 2018, present the following information regarding the sex of people aged 65 and over in Surrey:

Age	2020 Female %	2020 Male %	2035 Female %	2035 Male %
65-69	51.7%	48.3%		

What information (data) do you have on affected service users/residents with this characteristic?

Equality Impact Assessment

Question	Answer		
	Extra care setting	Female %	Male %
	Aldwyn Place	60.0%	40.0%
	Anvil Court	73.7%	26.3%
	Beechwood Court	42.4%	57.6%
	Brockhill	74.1%	25.9%
	Chestnut Court	62.5%	37.5%
	Dray Court	78.9%	21.1%

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>+ People in extra care settings will live in self-contained apartments including dedicated toileting and bathroom facilities, allowing for privacy and dignity for residents regardless of sex</p>	<p>The design requirements documentation used in extra care tenders are clear on the requirements for individual units of extra care accommodation</p>	<p>Ensure that no discriminatory practice exists with regard to the provision of accommodation and associated facilities, including equipment and adaptations</p>	<p>On-going during the lifespan of the Strategy.</p>	<p>The commissioning team are leading on the tenders for new extra care developments, and engagement with providers of extra care settings while they are in the process of being built and during their operational lifetime.</p>
<p>- Risk (based on existing data) of inequitable referral outcomes for extra care on the basis of sex</p>	<p>Current data indicates an extra care population where females make up a higher percentage than in other housing settings in Surrey</p>	<p>Ensure that no discriminatory practice exists with nomination processes and decision making, and that extra care settings are promoted in a way that is appealing to both men and women</p>	<p>On-going during the lifespan of the Strategy.</p>	<p>The commissioning team will engage regularly with providers of extra care settings while they are in the process of being built and during their operational lifetime. In partnership with operational colleagues, they will also liaise with housing authorities and extra care providers regarding nominations and referral processes.</p>

Equality Impact Assessment

Question	Answer
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of	None known

Question	Answer
Any negative impacts and how to mitigate them	

Equality Impact Assessment

Impacts identified

Supporting evidence

How will you maximise positive/minimise negative impacts?

When will this be implemented by?

Owner

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>+ Extra care settings will include a mix of 1 and 2 bedroom units, which will enable cohabiting people (of whatever marital status) to continue to live together in self-contained accommodation if this is their choice</p>	<p>Design requirements documents stipulate the need for a mix of 1 and 2 bedroom units in extra care settings</p>	<p>Nominations agreements and referral processes have been designed with flexibility to allow people to cohabit in extra care accommodation. No discrimination will be made on the basis of marital status.</p>	<p>On-going during the lifespan of the Strategy.</p>	<p>The Extra Care Strategy Team and (once nominations processes are operational) social care Locality Team staff, in partnership with local housing authorities and extra care providers</p>

Question	Answer
<p>What other changes is the council planning/already in place that may affect the same groups of residents?</p>	

Equality Impact Assessment

Carers protected by association

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>Surrey County Council's Joint Strategic Needs assessment on Adult Carers provides significant amounts of information on Adult Carers: surreyi</p> <p>It states that the number of carers aged 65 and over living in Surrey is expected to increase by 17.6% from 2016 to 2025, while the number of carers aged 85 and over is expected to increase by 31.2% over the same period.</p> <p>Of the extra care residents currently known to Surrey County Council, 7.7% have identified themselves as either being carers or as having caring responsibilities. While this could be due in some cases to current residents' personal circumstances (e.g. they have been socially isolated, or no longer have caring responsibilities following the death of a person they cared for), it may also point to underreporting in statistics, or because many residents simply haven't regarded themselves as a carer, even though they deliver care and support to others</p>
Impacts (Delete as applicable)	Positive

Equality Impact Assessment

Question	Answer
<p>What other changes is the council planning/already in place that may affect the same groups of residents?</p> <p>Are there any dependencies decisions makers need to be aware of</p>	<p>The Adult Social Care Strategy for Carers, in particular the development of carer friendly communities and the encouragement of carer aware health and social care provider services that are able to identify carers and refer them to sources of preventative support, including support for their psychological and social wellbeing.</p>

3. Staff

N/A

4. Amendments to the proposals

CHANGE

6a. Version control

Version Number	Purpose/Change	Author	Date
V0.1	Initial draft	John Woodroffe	11/9/20
V0.2	Amended from initial feedback	John Woodroffe & Kathryn Pyper	1/10/20