

Equality Impact Assessment - head of service review

Reference: EQIA302885909

Submitted: 01 February 2021 12:47 PM

Executive summary

Title of policy or decision: Reablement at Home Contract

Describe the main aims, objectives and purpose of the policy (or decision): To provide a reablement service for Adults aged 18 and over, who have been assessed as requiring an Intermediate Care service. The service aims to promote recovery and maximise the ability to live independently.

The aim is to act as a preventative service and /or as a short intervention to provide personalised support, working in conjunction with the Adult and their support network, to:

- Maximise independence
- Meet their aspirations for improvement
- Prevent /delay further deterioration
- Gradually reduce /end the support needed
- Reduce the need for support in the future

The main objectives of this service are to

- Improve outcomes for people in Essex by promoting independence
- Consolidate and simplify for individuals, carers and stakeholders, the current fragmented system of services that have grown organically, are predominately focussed on hospital discharge and deliver sub optimal outcomes for Older Adults in Essex

What outcome(s) are you hoping to achieve?: Help people get the best start and age well

Which strategic priorities does this support? - Help people get the best start and age well: Enable more vulnerable adults to live independent of social care, Improve the health of people in Essex

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: To Follow

Please upload any documents which relate to this EqIA, for example decision documents: To Follow

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The purpose of this contract is to ensure that those requiring reablement are able to access the service when they need it, to enable them to be as independent as possible. Adults should not be excluded from the Service based on their diagnosis or impairment, if the service would be of benefit to them. The Service will accept people from all client groups including, for example, Adults living with dementia, Adults with a learning disability, mental health needs or physical and / or sensory impairment, or other challenges. This Service is for those who have capacity and those who may lack capacity.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment, Gender / sex, Gender reassignment, Marriage / civil partnership, Pregnancy / maternity, Race, Religion / belief, Sexual orientation

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Age

Nature of impact: Positive

Please provide more details about the nature of impact: To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time. The new service specification makes clear that reasonable adjustments will be made for people with additional needs

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time. The new service

specification makes clear that reasonable adjustments will be made for people with additional needs

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time. The new service specification makes clear that reasonable adjustments will be made for people with additional needs

Extent of impact: Low

Please provide more details about the extent of impact: Low - Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time. The new service specification makes clear that reasonable adjustments will be made for people with additional needs

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Gender / sex

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all service users, regardless of gender

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Gender reassignment

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all service users, regardless of gender

Extent of impact: This will affect all service users, regardless of gender

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Marriage / civil partnership

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all service users, irrespective of marriage status

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Pregnancy / maternity

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all users irrespective of pregnancy

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Race

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all service users, irrespective of race

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Religion / belief

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all service users, irrespective of religion or belief

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Sexual orientation

Nature of impact: Neutral

Please provide more details about the nature of impact: This will affect all service users, irrespective of sexual orientation

Extent of impact: Low

Please provide more details about the extent of impact: Approaches to delivery will evolve during the life of the contract but the purpose is to look for opportunities to improve outcomes in the intermediate care pathway

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqIA completed: 01/02/2021

Name of person completing the EqIA: Kim Langridge

Email address of person completing the EqIA: Kim.Langridge@essex.gov.uk

Your function: Adult Social Care

Your service area: Commissioning

Your team: Older People Team

Are you submitting this EqIA on behalf of another function, service area or team?: No

Email address of Head of Service: matthew.barnett@essex.gov.uk