

Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area	Head of Service:	Person responsible for the assessment:	Date of Assessment	
Adult Services	Jonathan Griffiths	Jonathan Griffiths	January 2013	
Name of the policy / practice to be assessed: <i>Extra Care redesigned to care-only contracts</i>			Is this a new, existing or policy / practice under review?	Change to existing policy

<p>1. Briefly describe the purpose of the policy / practice</p> <p>If the policy / process is under review, please list any options under consideration</p>	<p>Extra Care redesigned to care-only contracts</p> <p>Presently, the in-house domiciliary care service provides both personal care and housing support to tenants in the four extra care housing schemes. It is proposed that in future the service will only provide personal care, for example, helping people get out of bed or get dressed. Funds would still be available to Linc Cymru to provide the housing support service if they wish, but it would no longer be provided by the council.</p>
<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<p>The Supporting People Plan One Newport Plan Medium term Revenue plan proposals</p>
<p>3. Who are the main stakeholders in relation to the policy / practice?</p>	<p>Tenants receiving care and support in extra-care schemes Linc Cymru Domiciliary care staff NCC Relatives of tenants receiving care and support Trade union representatives for staff group Supporting people Team</p>
<p>4. Who performs the service?</p>	<p>The service is currently provided by NCC domiciliary care staff (care and support direct to service users/tenants as per assessed needs) Linc Cymru provide the landlord management tasks, the domestic and catering service within the schemes and the ownership of the service Linc Cymru also have agreement for the providing of supporting people activity from the Supporting People funding</p>

<p>5. What outcomes are wanted from this policy / practice?</p>	<p>Reduction of 9 staff per scheme. 36 staff on 24 hr contracts. 23 FTE's To provide care only from the Council operated home care service within 4 Linc Cymru extra-care schemes To work in partnership to redesign model of support in Extra-care – to ensure distinct roles for Landlord support, supporting people, and direct care Year one saving has been reduced by Supporting People Grant of £92k</p> <p>The final outcome would be that domiciliary care staff provide direct care tasks. Linc Cymru then provide support tasks to tenants within the schemes. This should enhance both services by specialising in function.</p>
<p>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</p> <p>Please list the factors for each separate policy / process options under consideration</p>	<p>Tenants and their representatives wanting to maintain the same staff to provide care and support tasks – complaints Staff and trade union negotiation – difficulty in achieving redundancy programmes/deployment Supporting people funding limiting support function available per scheme Assessed needs for service users increasing to significant levels would reduce ability to change care to support function</p>
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>Meetings with Linc Cymru management and Supporting People team Initial Discussions/meeting with staff (City Council Home carers) Tenant and tenant representatives consultation meetings (meeting in four schemes) Developing frequently asked questions for key stakeholders to refer to Staff and further key stakeholder meetings to be planned in further detail should proposals be agreed</p>

8. Give a summary of the information the council has taken into account for this assessment	Care and support plans for current tenants at 4 schemes to fully establish the division of care only requirements Staffing detail for home care staff Tenant details per scheme to establish continued care and support needs and demographic detail Extra care models that exist in areas outside of Newport to examine different models that support older/frail people in extra care schemes
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<p>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion / belief • Welsh language • Gender reassignment • Marriage / civil partnership • Sexual orientation • 	<p>Yes</p> <p>This development continues to establish a support model that promotes independent living for vulnerable, older/frail individuals who have tenancy agreements in Linc extracare schemes.</p> <p>The provision of care and support does not discriminate.</p> <p>The establishment of further support functions enable individuals to ensure housing/daily living related matters are supported. Ensures more support time to ensure full entitlement to housing and other benefits to ensure people have full access to entitlements.</p> <p>Ensuring a timely and appropriate response to service users and carers.</p> <p>Ensuring that service provision is well co-ordinated within and across agencies providing a seamless integration of services between professionals, settings and teams.</p> <p>Ensuring that services are appropriate, effective and developed and delivered in line with best evidence-based practice.</p> <p>Ensuring that services evolve based on, service user and carer feedback, service evaluations, the identification of future need, emerging best evidence-based practice and strategic policy.</p>
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10 .Summary of the impact of the policy / practice on the general equality duty

The proposal will affect an existing staff group that is mainly female. Should there be any redundancy implications this would be disproportionate to female workforce.

Equality Action Plan		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age •		
Gender •		
Etc. etc.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken		
How will the policy / practice be: • Monitored • Performance assessed • Reported		

Does the EIA need be revisited in 6 months/ a year ?			

Signed (lead officer) _____

Signed (Head of Service) _____