

# Equality & Poverty Impact Assessment 00522 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Social Work Adult Services Community Care	<b>Lead Officer Name:</b>	caroline doherty
		<b>Team:</b>	Central locality
		<b>Tel:</b>	07484011661
		<b>Email:</b>	caroline.doherty@falkirk.gov.uk
<b>Proposal:</b>	<p>Since May 2020 the HSCPs and NHS Forth Valley have been working with care homes and care home staff to support and assure infection prevention and control measures, support outbreak management and to ensure that fundamental care needs of residents are being met.</p> <p>The social care CHART team continue to work collaboratively with other clinical health teams and considers the following priorities and deliverables to ensure a robust, comprehensive and efficient response to supporting care homes, residents and staff. The team will be established on a permanent basis and this is continuing to going through the relevant processes.</p> <p>The CHART team has increased staffing by 2 agency social workers on a temporary basis. 1 agency member has recently left, and we are looking to fill this temporary position. This is to meet the Scottish Government requirement for Local Authorities to review care plans for all residents if that has not happened in the past 6 months.</p> <p>The Chart team continues to monitor and ensure that residents within the Falkirk area receive their statutory right to review within their care home. The team also work with care homes who require additional support, improvement work and who may benefit from additional training.</p>	<b>Reference No:</b>	

All Falkirk residents residing in a Falkirk Care Home have received a care home review. 6 monthly reviews are underway - this also encompasses out of area residents (residents who are not funded by Falkirk HSCP).

The team are now focusing on ensuring all welfare guardianship reviews are also up to date, as well as improvements and developing the assurance tool when working with care homes

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	Yes	Yes	No	Yes
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	Yes	Yes
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
06/12/2023	To permanently establish the social work care home assurance and review team. The remit of the team is to complete statutory reviews of permanent care home placements for adults over 18 years old. Support quality assurance, monitoring in care homes and improvement of outcomes for adults who live in care homes.

**Identify the main aims and projected outcome of this proposal (please add date of each update):**

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## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£506	Please note this budget is a new budget transferred from within available adult social work resources so is a budget change, no additional funding is required. No benchmarking referenced.
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:		
	End Date (if any):		

**SECTION THREE: EVIDENCE** Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence** This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

The strategic needs assessment for Falkirk stated that in 2022 of permanent care placements:

Gender - 68% female, 32% male

Estimated age - estimated mean age 80, but ages vary over 18 years and older.

Total number of residents - 895

All residents have a diagnosed disability as outlined in the Equalities Act.

The social work chart team will have responsibility for almost all older adults who permanently reside in a care home. The number as at 28th November will be 650 older adults. Just under half of adults aged under 65 who have a diagnosis of a disability will also be managed by this team. The number of adults as at 28th November will be 88 adults.

**B - Qualitative Evidence** This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

The social work chart team has been a test of change for 3 years. The feedback from stakeholders has been via informal routes. This has indicated the team has provided a more responsive and robust approach to quality assurance in care homes. Statutory reviews are being completed more timeously with current data showing that between Sept 2022 to Sept 2023 74% of reviews were up to date and 366 had been completed.

**Best Judgement:**

<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	Based on information available and feedback from stakeholders.
<b>What gaps in data / information were identified?</b>	Further work required to improve data around practice and impact on outcomes. A PDSA approach will be utilised to progress this.
<b>Is further research necessary?</b>	Yes

**If NO, please state why.**

See above

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?	Yes	
If YES, please state who was engagement with.	Informal feedback around impact and complaints considered. Further work is required in this area which will be part of the next stage of team development.	
If NO engagement has been conducted, please state why.		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
Focus Group	No	
Survey	No	
Display / Exhibitions	No	
User Panels	No	
Public Event	No	
Other: please specify	Informal feedback via reviews and care home forum.	
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	Yes	
Have the results of the engagement been fed back to the consultees?	No	
Is further engagement recommended?	Yes	

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, carers etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
<b>Age</b>		✓		Improved response to quality assurance and review of placements to ensure older adult's needs are being met. This will include considering possible discrimination and impact of age.
<b>Disability</b>		✓		Improved response to quality assurance and review of placements to ensure the needs of adults with a disability are being met. This will include considering possible discrimination and impact of disability.
<b>Sex</b>		✓		Improved response to quality assurance and review of placements to ensure the needs of adults with a disability are being met. This will include considering possible discrimination and impact of gender.
<b>Ethnicity</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Religion / Belief / non-Belief</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Sexual Orientation</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Transgender</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Pregnancy / Maternity</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.



**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

				will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Poverty</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Care Experienced</b>	✓			At present, we do not have sufficient data to assess the impact on this protected characteristic. Therefore, the impact is currently assessed as 'neutral'. Further work will be undertaken to fill data gaps and this EPIA will be reviewed and updated.
<b>Other, health, community justice, carers etc.</b>		✓		Improved support to carers.
<b>Risk (Identify other risks associated with this change)</b>	No additional risks identified at this stage.			

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	Establishment and development of the team will contribute to being proactive to concerns this includes those around this area.
<b>Advance Equality of Opportunity:</b>	Support improving access to services and support.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Team will work with stakeholders as appropriate in line with this duty.

## SECTION SIX: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
<b>Business</b>	Yes	External care homes are businesses are likely to have an interest in the establishment and development of this team.
<b>Councils</b>	Yes	The council is likely to have an interest in how this establishment and development of the team can contribute to positive outcomes for older adults in 24 hour care.
<b>Education Sector</b>	No	
<b>Fire</b>	No	
<b>NHS</b>	Yes	Care home assurance is an area for on-going improvement the social work chart team work closely with NHS colleagues and they will have an interest in the establishment and development of this team.
<b>Integration Joint Board</b>	Yes	The establishment and development of this team is part of the wider redesign of adult social work services. The IJB have an interest in this and are the driver of this change in line with the delivery of the agreed strategic plan.
<b>Police</b>	No	
<b>Third Sector</b>	Yes	Some interest given the involvement in care home sector.
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Improved reviewing, monitoring and support	Adults who reside in 24 hour care	Will involve all stakeholders in progressing development plan for team. A PDSA will be adopted.	Caroline Doherty	29/06/2024	The service improvement work detailed within the Business Case align with the HSCP strategic priority to focus on prevention, early intervention, and minimising harm.

### No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

<b>Are actions being reported to Members?</b>	Yes / No
<b>If yes when and how ?</b>	

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	Yes	The permanent establishment of the social work CHART will support the delivery of improved outcomes for adults who reside in permanent 24 hour care placements. Further development will involve all stakeholders and the EPIA will be updated accordingly. At this point no change in the project is required.
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	No	
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>caroline doherty</i>	Date:	06/12/2023
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?		Yes
<b>ASSESSMENT FINDINGS</b> If YES, use this box to highlight evidence in support of the assessment of the EPIA  If NO, use this box to highlight actions needed to improve the EPIA	Although further engagement with key stakeholders will be carried out, the test of change along with the information gathered formally has yielded enough results to support the assessment of this EPIA.	
<b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b>	No	If YES, please describe: Not applicable.

<b>LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA</b>		
<b>LEVEL</b>		<b>COMMENTS</b>
<b>HIGH</b>	Yes	This EPIA covers the proposal to redesign how care home residents (mainly older adults but also under 65's) across the Falkirk area at at less risk of infection when in residential care, and that the appropriate prevention and control measures and support outbreak management are in place, which will have a positive impact on the fundamental care needs of this protected characteristic group.
<b>MEDIUM</b>	Yes / No	
<b>LOW</b>	Yes / No	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Gail Woodcock</i>	<b>Date:</b>	08/12/2023