

Equality & Poverty Impact Assessment 00813 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

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|--------------------------------|---|---------------------------|---------------------------------|
| Service & Division: | Social Work Adult Services Community Care | Lead Officer Name: | Caroline Doherty |
| | | Team: | Central locality |
| | | Tel: | 07484011661 |
| | | Email: | caroline.doherty@falkirk.gov.uk |
| Proposal: | <p>That the HSCP fund a 16 bedded unit for interim care placements for 18months with a private care home.</p> <p>This aim of this service is to provide interim care bed placements for patients currently in hospital awaiting 24 hour care placement.</p> <p>Proposed impact is:</p> <ul style="list-style-type: none"> - improved outcomes for adults we support. - decrease in delayed discharge. - improved whole system flow and capacity within the system. | Reference No: | SLT paper 090824 |

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

| Identify the main aims and projected outcome of this proposal (please add date of each update): | |
|--|---|
| 19/09/2024 | To support more timely discharge from hospital for adults assessed as requiring 24 hour care awaiting a move to care of home of choice. |
| 19/09/2024 | Increase overall whole system flow so adults get the right care at the right time. |
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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: | 0 | |
| Reduction to this service budget (£'0000s) | Per Annum: | 0 | |
| Increase to this service budget (£'000s) | Per Annum: | 1,183,840 for term of contract | |
| If this is a change to a charge or concession please complete. | Current Annual Income Total: | 0 | |
| | Expected Annual Income Total: | 0 | |
| If this is a budget decision, when will the saving be achieved? | Start Date: | 01/12/2024 | |
| | End Date (if any): | 30/06/2025 | |

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.

Over the past year delays in hospital due to lack of care home placement has varied between 34 and 12. As at 15th August the level of delays due to lack of care home placement was 24. If this interim care placement unit was available this would have reduced to 8 adults delayed due lack of care home placement.

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

Falkirk HSCP consistently has one of the lowest level of available care home placements. This adversely impacts on outcomes for the adults that require this level of support.

Research indicates that prolonged hospital stay significantly impacts on physical and psychological health outcomes for the adult.

In a publication of the Annals of Internal Medicinn on the hazards of hospitalisation of the elderly highlighted the impact as follows:

- Increased risk of dizziness
- Muscle wastage
- Increased risk of delirium and skin breakdown
- Functional decline

Best Judgement:

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| Has best judgement been used in place of data/research/evidence? | Yes |
| Who provided the best judgement and what was this based on? | Referenced evidence shared by Scottish Government |
| What gaps in data / information were identified? | Impact will be monitored. |
| Is further research necessary? | No |

If NO, please state why.

Level of impact well evidenced. Moving into 24 hour care in a more homely setting has a more positive impact on health and well being outcomes than a prolonged delay in hospital.

SECTION FOUR: ENGAGEMENT

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

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| 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. | Consultation and engagement with key stakeholders and presented at SLT prior to submission to IJB. | |
| If NO engagement has been conducted, please state why. | | |
| How was the engagement carried out? | What were the results from the engagement? Please list... | |
| Focus Group | No | |
| Survey | No | |
| Display / Exhibitions | No | |
| User Panels | No | |
| Public Event | No | |
| Other: please specify | As above consulted with key stakeholders. | |
| 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? | No | |

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. |
|---------------------------------------|----------------|-----------------|-----------------|---|
| Age | | ✓ | | Older adults are the main client group impacted by this proposal. By increasing the availability of care home placements, this improves health and well-being outcomes for adults by providing support in a more appropriate place than hospital. This aligns with the partnership's strategic aims to provide care at the right time at the right place. |
| Disability | | ✓ | | Most adults that require a care home placement will have some type of condition or diagnosed disability. By increasing the availability of care home places, this will support the right care to be delivered in a more appropriate setting. This will improve well-being and health outcomes for adults with a disability that require this level of care and are currently delayed within a hospital setting. |
| Sex | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Ethnicity | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Religion / Belief / non-Belief | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Sexual Orientation | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Transgender | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Pregnancy / Maternity | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Marriage / Civil Partnership | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |

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:

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| | | | | may be charges for care placements this is is means tested in line with national and local guidance. |
| Care Experienced | ✓ | | | No impact - specific needs considered as part of the social work assessment which will identify if resource is suitable for the adult in line with this area. |
| Other, health, community justice, carers etc. | | ✓ | | Improves availability of care home placements, providing support in a more appropriate place than hospital. This will improve the pathway for discharge from hospital, increase capacity in the hospital for those that require it and improve outcomes for adults currently delayed in hospital. |
| Risk (Identify other risks associated with this change) | If additional care home capacity is not available, delays due to availability of care home placements will increase. This will have a negative impact on adults delayed in hospital that require a care home placement and on capacity within the hospital to admit and treat adults in hospital that require it. | | | |

| | Evidence of Due Regard |
|--|---|
| Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct): | The pathway for use of this resource is supported by the Scottish Government Guidance in this area. |
| Advance Equality of Opportunity: | The pathway for use of this resource is supported by the Scottish Government Guidance in this area. |
| Foster Good Relations (promoting understanding and reducing prejudice): | The pathway for use of this resource is supported by the Scottish Government Guidance in this area. |

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. |
|--|-----|--|
| Business | Yes | This proposal is for a 16 bedded unit in a private care home. This will be commissioned from a private business. There are not other care homes in the area with the available capacity. This proposal will support business development and employment in the local community. |
| Councils | Yes | The council will administer the block contract if approved on behalf of the HSCP. |
| Education Sector | No | |
| Fire | No | |
| NHS | Yes | Will increase flow across the whole system. Increase capacity for care home placement and consequently availability for hospital admission if required. |
| Integration Joint Board | Yes | <p>Will increase flow across the whole system. Increase capacity for care home placement and consequently availability for hospital admission if required.</p> <p>Improves the health and well-being outcomes for the adults that we support that are delayed in hospital awaiting admission into a care home placement.</p> <p>Aligns with strategic aim to improve the way people access services – enabling everyone to access the right care, at the right time, in the right place.</p> |
| Police | No | |
| Third Sector | No | |
| Other(s): please list and describe the nature of the relationship / impact. | | |

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 |
|---|----------------|--|----------------|----------------------------|---|
| Will improve outcomes for adults who are predominantly over 65 years old. | Adults over 65 | Pathway for placements in line with national guidance and based on outcome focussed assessment. Placement data will be monitored. | Claire Chapman | 30/04/2026 | HSCP strategic plan 2023-26 |
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No Mitigating Actions

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

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| Are actions being reported to Members? | No |
| If yes when and how ? | |

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.

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|---|-----|---|
| No major change required | Yes | Pathway is in line with national guidance provided by Scottish Government on support more timely discharge from hospital to an appropriate care home placement. |
| 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: | 19/09/2024 |
|------------|-------------------------|-------|------------|

SECTION TEN: EPIA TASK GROUP ONLY

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| OVERALL ASSESSMENT OF EPIA: | 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? | No |
|------------------------------------|--|----|

| | | |
|--|---|--|
| ASSESSMENT FINDINGS | A lack of information/data was available, therefore relied on professional judgement. | |
| 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 | | |

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| 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>? | No | If YES, please describe: No adverse impact has been identified. |
|---|----|--|

LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA

| LEVEL | | COMMENTS |
|--------|----------|--|
| HIGH | Yes / No | |
| MEDIUM | Yes | This proposal will have a positive impact for older people and people with disability. Proportionately this will have a medium impact. |
| LOW | Yes / No | |

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

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| Director / Head of Service: | | |
| Signature: | <i>Gail Woodcock</i> | Date: 25/09/2024 |