

Equality & Poverty Impact Assessment 00746 (Version 1)

SECTION ONE: ESSENTIAL INFORMATION

Service & Division:	Social Work Adult Services Community Care	Lead Officer Name:	Claire Chapman
		Team:	Locality Manager - Central
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Proposal:	<p>Review of Interim Bed Arrangements pending Community Bed Based review.</p> <p>To expedite the safe discharge of patients awaiting an assessment who are on the hospital site, Falkirk HSCP developed temporary care home options to facilitate discharges, with the aim of a short stay. These contracted arrangements started in January 2021 and are contracted to end on 31st March 2024. These beds are funded by non-recurring Covid money and winter pressure funds. Plans are required for the next 12 months to support patients to meeting their outcomes as per the Partnership's strategic priorities.</p>	Reference No:	

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

Identify the main aims and projected outcome of this proposal (please add date of each update):	
17/04/2024	Support interim moves for patients who require it.
17/04/2024	Release long term care capacity
17/04/2024	Deliver a sustainable and cost effective service to support the hospital discharge pathway, in line with the Home First ethos and assessment at home, or closer to home
10/04/2024	Reduce patient length of stay and any delays in hospital.
17/04/2024	Support budget savings / focus on cost effectiveness and efficiencies including: Utilising interim bed arrangements The demand for long term care

SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:	£1,040,284	9 block beds £516,141 max 18 beds £1,040,284
Reduction to this service budget (£'0000s)	Per Annum:	TBC	
Increase to this service budget (£'000s)	Per Annum:	0	
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.

1. Since January 2022, the following data has been gathered in terms of bed occupancy.

Care Home

Number of Discharges

Average Occupancy per month

Average length of stay (days)

Caledonian Court

65

7

45

The Haining

35

6

56

Summerdale

3

2

72

Kinnard Manor

1

1

69

Wallside

1

1

10

Barleystone

0

0

0

Newcarron Court (no longer in use contract ceased 31/10/22)

20

4

66

Total excluding Thornton Gardens use and Wheatlands

132

21

318 bed days

1. The availability of side ways placement can be dictated to at times by the following factors:

- Covid & flu outbreaks
- provider/staffing issues
- patients / families refusing short term moves.

1. As well as utilising resources, pathways for service users can also be challenging. For example, common themes for temporary residents and discharge challenges as follows:

- Housing Challenges - this includes homelessness, considerable repairs required to council tenancies and private properties
- Awaiting long term vacancies - this can sometimes be within the current care home or within another care home/1st choice
- Transfer of temporary to permanent resident - care homes are requesting full completion of paperwork and contracts before a move takes place. This is causing some delay in residents transferring out of the temporary contract.

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

Patients who are waiting for long term care vacancies across hospital beds has increased significantly over the past 3 years. As of 1st March 2024 - 7th March 2024, Falkirk HSCP currently have 42 patients who are awaiting a suitable care home vacancy across. 22 of these service users are inpatients within the acute or community hospital sites, with 20 services across intermediate care and locality teams.

Best Judgement:

Has best judgement been used in place of data/research/evidence?	Yes
Who provided the best judgement and what was this based on?	National and local data and information
What gaps in data / information were identified?	Long term care demand has increased over the past 3 years.
Is further research necessary?	Yes
If NO, please state why.	

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?	No	
If YES, please state who was engagement with.		
If NO engagement has been conducted, please state why.	Engagement has been with staff members and bed management staff who have oversight of long term care requests. The decisions have been made in line with the home first ethos and guidance from the Scottish Government around delayed discharges, and supporting people to receive care at the right time, and at the right place. Options appraisal progressed with key stake holders and senior management to support decision making.	
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	Engagement has been with staff members and bed management staff who have oversight of long term care requests. The decisions have been made in line with the home first ethos and guidance from the Scottish Government around delayed discharges, and supporting people to receive care at the right time, and at the right place Data has also been gathered around service demands and long term care requests for nursing home care.	
Has the proposal / policy/ project been reviewed / changed as a result of the engagement?	No	
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		✓		The Review of Interim Bed Arrangements impacts on adults predominately over the age of 65 years old. This is because the majority of the care home resources being utilised are registered to provide care and support to adults aged 65 years or over. 1 resource supports adults from the age of 60 years.
Disability		✓		In relation to the Home first ethos, recovery and reablement should always be fully explored. The resources provide a residential opportunity for service users to meet outcomes with the support of visiting reach/rehabilitation services. We are committed to this approach of ongoing assessment.
Sex	✓			Proposals will be applied across all service users over 65 years old and do not discriminate against any one group
Ethnicity	✓			It is recognised that patients/service users come from diverse circumstances with individual issues and concerns. These are taken into account when looking at assessment options. Care Homes supporting the interim beds support a wide range of needs, outcomes and beliefs as part of their care planning process and person centred approach.
Religion / Belief / non-Belief	✓			It is recognised that patients/service users come from diverse circumstances with individual issues and concerns. These are taken into account when looking at assessment options. Care Homes supporting the interim beds support a wide range of needs, outcomes and beliefs as part of their care planning process and person centred approach.
Sexual Orientation	✓			It is recognised that patients/service users come from diverse circumstances with individual issues and concerns. These are taken into account when looking at assessment options. Care Homes supporting the interim beds support a wide range of needs, outcomes and beliefs as part of their care planning process and person centred approach.

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:

				assessment options. Care Homes supporting the interim beds support a wide range of needs, outcomes and beliefs as part of their care planning process and person centred approach.
Pregnancy / Maternity	✓			n/a
Marriage / Civil Partnership	✓			It is recognised that patients/service users come from diverse circumstances with individual issues and concerns. These are taken into account when looking at assessment options. Care Homes supporting the interim beds support a wide range of needs, outcomes and beliefs as part of their care planning process and person centred approach.
Poverty	✓			Assessment beds are fully funded by Falkirk HSCP - no charge to service users.
Care Experienced		✓		The approach supports the home first ethos - providing opportunity to move from the acute hospital site, to a more homely environment to undergo further assessment. The introduction of the National Care Home Contract, national care standards and a strong and effective regulatory regime, along with a payment for quality to reward the best performing care homes, has improved the overall quality of care provided across Scotland. Care quality continues to be monitored by operational teams and procurement colleagues, along with care inspectorate links.
Other, health, community justice, carers etc.	✓			It is recognised that patients/service users come from diverse circumstances with individual issues and concerns. These are taken into account when looking at assessment options.
Risk (Identify other risks associated with this change)				Monitoring of service users length of stay within interim beds to ensure timely assessment and supporting to meet outcomes.

	Evidence of Due Regard
Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):	The Partnership's approach to interim beds and associated activity does not create unlawful discrimination. When a patient who is under 65 years, we approach care homes for support who have the relevant registration requirements, however always explore all "home first" options with every assessment.

Advance Equality of Opportunity:	The interim beds provides opportunities for further assessment out with the acute hospital site. This is very important, especially when patients are not clinically unwell. a move off the acute site for more assessment reduces risks to the individual service user, as well as supporting wider system pressures.
Foster Good Relations (promoting understanding and reducing prejudice):	This process supports the ongoing strong building of relationships with external stake holders (e.g. private care homes and their managers/owners). An update of resources will be sent to acute colleagues as well as patient information to ensure this is readily available.

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	The proposals with Interim beds commits the Partnership to strong joint-working with external organisations, and provides home first options, as well as care closer to home opportunities while risks are being assessed. Where appropriate, the Partnership engages with external stakeholders to ensure positive and meaningful pathways and operational processes.
Councils	Yes	The Partnership will closely work with Falkirk Council to increase internal and external understanding of the Partnership's services and support options. Elected members will benefit from an increased understanding and awareness of the health and social care landscape, allowing them to better inform their constituents
Education Sector	No	
Fire	No	
NHS	Yes	The Partnership will closely work with NHS Forth Valley to increase understanding of the Partnership's services and support options - this will be provided in line with supporting cultural change, ensuring patient & operational staff information and senior management participation in relevant flow meetings and boards.
Integration Joint Board	Yes	Ensuring information is shared regarding the interim beds process will support to empower and encourage people to access services and community support, which is in line with the strategic aims of the IJB
Police	No	
Third Sector	Yes	The Partnership will closely work with Falkirk Council to increase internal and external understanding of the Partnership's services and support options.
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
Identifying patients on the acute site who may be suitable for an interim bed early in the discharge planning process - reducing length of stay in hospital.	Staff and services that provide support and assess patients, as well as those who may be in receipt of services.	Home First and Home first practitioners are key to supporting information sharing and identifying the most appropriate pathways for patients. Ongoing work and short life working groups regarding cultural change and operational processes attended by senior management in acute and Partnership settings to support oversight and changes.	Claire Chapman	01/04/2025	Length of stay reduction. Receiving the right care at the right place, at the right time. Care closer to home Home first ethos.
Impact on availability of permanent care home beds	Staff and services that provide support and assess patients, as well as those who may be in receipt of services.	Home First are gathering a robust data set around demand, length of stay and length of assessment process - as well as any barriers to discharge. Close work with procurement colleagues around oversight of permanent bed availability. Bed manager also collects this data to support daily operations.	Claire Chapman	01/04/2025	Ongoing review of this to support accessible care priority.
Length of stay in interim beds	Staff and services that provide support and assess patients, as well as those who may be in receipt of services.	Home First are gathering a robust data set around demand, length of stay and length of assessment process - as well as any barriers to discharge.	FHSCP Bed Manager	01/04/2025	Length of stay reduction. Receiving the right care at the right place, at the right time. Care closer to home Home first ethos.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Increase in demand exceeding resources	Staff and services that provide support and assess patients, as well as those who may be in receipt of services.	Home First are gathering a robust data set around demand. Data is gathered also by Public Health Scotland, as well as internal data held by the integrated discharge hub.	Claire Chapman	01/04/2025	Length of stay reduction. Receiving the right care at the right place, at the right time. Care closer to home Home first ethos.

No Mitigating Actions

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

Are actions being reported to Members?

Yes

If yes when and how ?

Regular reports via the transformation board.
Home first board to be developed, as well as home first strategy.
Monitoring of data and review of data.

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	No	
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	Yes	The Review of Interim Bed Arrangements impacts on adults predominately over the age of 65 years old. This is because the majority of the care home resources being utilised are registered to provide care and support to adults aged 65 years or over. 1 resource supports adults from the age of 60 years.
Stop the proposal as it is potentially in breach of equality legislation	No	

SECTION NINE: LEAD OFFICER SIGN OFF

Lead Officer:

Signature:	<i>Claire Chapman</i>	Date:	17/04/2024
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SECTION TEN: EPIA TASK GROUP ONLY

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?	Yes
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ASSESSMENT FINDINGS	Evidence presented in Section 3.	
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		

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 identified.
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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	
LOW	Yes / No	

SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:			
Signature:	<i>Caroline Doherty</i>	Date:	06/02/2025