

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

Name of project /review	Short Term Support and the Proposed Decommissioning of the Aylesford Centre
Service	Short Term Support Services and the Aylesford Centre
Name of person completing this ECA	Marc Greenwood
Contact tel. no	X2122
Date	27 th May 2014

1. Provide brief details of the aims of the project / review below:

Following a consultation held in 2013 on the long term commissioning of the Aylesford the Coventry and Rugby Clinical Commissioning Group agreed to fund the service for a further 6 months until the end of September 2014 whilst a joint reablement strategy was developed. This strategy determines what short term services are required in the city in the future. This approach was approved by Cabinet in January 2014 and since then work has been underway with health partners to determine the future short term support offer in the city.

A joint short term support strategy has been produced in conjunction with the Coventry and Rugby Clinical Commissioning Group, Coventry and Warwickshire Partnership Trust and the University Hospitals Coventry and Warwickshire. This joint strategy sets out the shared vision and approach for short term service in the city. This includes the provision of bedded services within the city.

Coventry and Rugby Clinical Commissioning Group recently agreed to fund the Aylesford for a further 6 months until the end of March 2015. After which time it is proposed the Aylesford will be decommissioned. A consultation will be held with affected stakeholders to ascertain what, if anything has changed since the original consultation in 2013, including additional impacts of decommissioning the Aylesford not previously identified. By funding the Aylesford until the end of March 2015 additional time is allowed to test the new short term services outlined in the strategy ensuring they are able to embed and outcomes are being achieved.

This ECA covers the known impacts of commissioning new short term services and de-commissioning the Aylesford pre-consultation.

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

2. Complete the table below, assessing the impact of this project / review on people with protected characteristics and those agreed as local priority groups, using local service level data. When citing reasons, you should consider local and national data and evidence.

If applicable, you should refer to the baseline report / needs analysis for this project.

Protected Characteristic	Positive Impact	Reasons for Positive Impact (if applicable)	Negative Impact	No impact	Reasons/Evidence	Mitigating actions
Age	*	Improved short term support offer within the city through the enhanced short term home support, Housing with Care and telecare offers.	*		Decommissioning of the Aylesford Centre that currently supports predominately older people who have been recently discharged from hospital. 96% of service users (2013) at the Aylesford were born before or during 1950, meaning the majority were over 65 years of age.	The improved short term offer will ensure appropriate services are accessible to meet the needs of people that require support following an episode in hospital or require support from the community. These services will provide support to enable people to re-familiarise and develop the necessary skills to live independent and fulfilled lives. These services will be tailored around the individuals according to their need and circumstances ensuring they are appropriate and fit for purpose. Additional longer term support packages will be provided following

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

						a period of short term support should an individuals assessed need identify it is required.
Disability	*	Improved short term services will include Occupational Therapy services and telecare support to ensure people are provided with the necessary support to help them recover from an episode.	*		The majority of people in the Aylesford over the 12 months to January 2014 had a physical and sensory impairment. For example, 115 people (47%) were admitted due to falls. Therefore with the de-commissioning of the service people with a physical and sensory impairment will be impacted. This is an expected impact due to the nature of the service and the client group accessing the support.	As above
Gender	*	Improved short term services available to all who are assessed as being eligible.	*		A higher proportion of females access support from the Aylesford. Therefore females will be disproportionately impacted by the de-commissioning.	As above
Gender Reassignment		N/A			N/A	
Marriage/Civil Partnership		N/A			N/A	
Pregnancy/Maternity		N/A			N/A	

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

Race	*	Improved short term services available to all who are assessed as being eligible.	*		A higher proportion of service users accessing the Aylesford were White British. Therefore there will be a disproportionate impact on this ethnic group.	As above
Religion/Belief		N/A			N/A	
Sexual Orientation		N/A			N/A	
Looked After Children		N/A			N/A	
Carers	*	As part of the telecare offer carers support package will be developed. This will enable carers to continue caring for longer.		*	No identified impact. Further understanding of the impact on Carers will be sought during the consultation.	
Deprivation (e.g. income, educational attainment, worklessness)		N/A			N/A	

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

3. Have you considered social value requirements as part of this project/review? YES

The Public Services (Social Value) Act 2012 places a requirement on commissioners to consider the economic, environmental and social benefits of their approaches to procurement before the process starts.

The proposal covers the de-commissioning of internal provision, the Aylesford, and therefore the duty does not apply to this aspect of the proposal.

Any externally commissioned short term support services will be conducted in observance to Public Contract Regulations 2006 and The Social Value Act 2012.

4. Contact the HR Change Management Team (Manager Marion O’Brien ext. 2454) in order to obtain management information on the workforce affected by this project/review. Please include this tabulated information by age, gender, ethnicity, disability, working hours and salary band below.

** CCC Staff Percentage figures shown below December 2013.*

Employee Headcount	Total Contract Count	Total FTE
50.	57.	28.16

Age Band	Total Contract Count	Aylesford Percentage	CCC Staff Percentage *
Up to 24	6	10.53%	4.78%
25-34	9	15.79%	15.42%

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

35-44	15	26.32%	22.11%
45-54	16	28.07%	32.88%
55-64	8	14.04%	20.81%
65-74	3	5.26%	3.59%
75 and Over	0	0.00%	0.40%
Totals:	57	100.00%	100.00%

Gender	Total Contract Count	Aylesford Percentage	CCC Staff Percentage
Female	52	91.23%	70.71%
Male	5	8.77%	29.29%
Totals:	57	100.00%	100.00%

Ethnicity	Total Contract Count	Aylesford Percentage	CCC Staff Percentage
Asian or Asian British	1	1.75%	10.67%
Black or Black British	6	10.53%	3.92%

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

Unknown	5	8.77%	7.46%
White	39	68.42%	76.21%
Other White	6	10.53%	1.74%
Totals:	57	100.00%	100.00%

Disability	Total Contract Count	Aylesford Percentage	CCC Staff Percentage
Disabled	4	7.02%	5.79%
Not Disabled	42	73.68%	80.19%
Unknown	11	19.30%	13.50%
Refused	0	0.00%	0.53%
Totals:	57	100.00%	100.00%

Length of Service	Total Contract Count	Aylesford Percentage	CCC Staff Percentage
Less Than 2 Years	20	35.09%	17.10%
2-5 Years	9	15.79%	14.98%

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

5-10 Years	10	17.54%	26.62%
10-15 Years	5	8.77%	15.35%
15 Years and Over	13	22.81%	25.95%
Totals:	57	100.00%	100.00%

Salary Band	Total Contract Count	Aylesford Percentage
0 – 15,039	33	57.89%
15,040 – 16,830	16	28.07%
16,831 – 19,621	3	5.26%
19,622 – 23,708	3	5.26%
23,709 – 28,636	0	0.00%
28,637 – 33,661	1	1.75%
33,662 – 38,961	1	1.75%
Totals:	57	100.00%

Please note that some totals may not reach 100% exactly due to rounding.

5. Please summarise key information from the above tables relating to the workforce, and the likely impact of this project/review on key groups

Equality and Consultation Analysis Form – Part 1 (Pre-Consultation)

The workforce of the Aylesford is primarily:

- Female (91.23%)
- White ethnic background (78.95%)
- Aged between 35-54 (54.39%)

Therefore these protected characteristic groups are predominately affected by the proposal to decommission the Aylesford. When compared with averages within the city council overall these figures align as there is a higher female workforce, a higher workforce from white ethnic background and the majority of staff within the Council are aged between 35-54.

6. Do you plan to undertake formal consultation as part of this project? YES

If no, please outline your reasons for this

7. If appropriate, has a committee report been prepared in relation to this work? YES

A Cabinet Report has been prepared requesting permission to consult on proposals relating to Short Term Support.

[Short Term Support Cabinet Report](#)

Please forward this form to Jaspal Mann or Wendy Ohandjanian in the Chief Executive's Policy Team jaspal.mann@coventry.gov.uk / wendy.ohandjanian@coventry.gov.uk

For further information and support to complete this form, please contact:

Equalities - Jaspal Mann (jaspal.mann@coventry.gov.uk ext. 3112) or Wendy Ohandjanian (wendy.ohandjanian@coventry.gov.uk ext 2939)

Consultation – Helen Shankster (helen.shankster@coventry.gov.uk ext 4371)

Social Value- Mick Burn (mick.burn@coventry.gov.uk ext. 3757)

Health Impact – Angela Hands (angela.hands@coventry.gov.uk ext 1315)