

Guidance

Please read the [Equality and Consultation Analysis Guidance Note](#) for help in completing this form. For further information and support to complete this form, please contact – **equalities**: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112) or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939) in the Chief Executive's Policy Team; or for **consultation**: Helen Shankster (Helen.Shankster@coventry.gov.uk 024 7683 4371) in the Insight Team.

About the project

Project or review	Re-commissioning of Short Term Home Support
Service	Adult Social Care
Directorate	People

About the person completing this form

Name	Jason Bejai
Role	Commissioning Manager
Email	Jason.bejai@coventry.gov.uk
Telephone	024 7683 3784
Date section 1a completed	26/10/2015

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

Re-commissioning of Service. Short Term Services for adults provides people with an intensive home support package that focusses on enabling people to go home from hospital, or prevent hospital or care home admission or unnecessary dependency on long term home support, the regained skills and abilities enable them to be as independent as possible. This re-commissioned service will be jointly funded by the Coventry City Council and Coventry and Rugby Clinical Commissioning Group.

Impact on service users

2. What are the possible impacts of this project / review on the following groups?



Assess the impact of this project / review on people with the following [protected characteristics](#); and agreed local priority groups. Please summarise local service level data as evidence of any impact and also consider other local and national data or evidence. Under 'Mitigating Actions' outline briefly what actions you plan to put in place to lessen any negative impact on protected groups. Delete any of the characteristics below which do not apply.

Protected characteristic

Age

Commentary / Analysis

The average age of the people who are accessing the current services is 81 years.

Impacts / Mitigating actions

Positive impacts

Re-commissioning of the service is expected to have a positive impact in terms of the emphasis on supporting people to regain or acquire skills so as to be able to remain as independent as possible

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Disability	<p>Service users have a wide range of disabilities with a customer base including people who are:</p> <ul style="list-style-type: none"> • Elderly and frail • Have physical disabilities • Have sensory impairments • Are living with dementia • Have a learning disability or • Have mental ill-health 	<p>Positive impacts: Re-commissioning of the service is expected to have a positive impact in terms of an emphasis on supporting people to regain or acquire skills to remain as independent as possible</p>
Gender	<p>Mid Year (2013) population estimates show that 61% of Coventry's 80+ population were female and 39% male.</p> <p>60% of people accessing current STSMI home support are female and 40% male suggesting equal access to the service.</p>	<p>Positive impacts: Re-commissioning of the service is expected to have a positive impact in terms of an emphasis on supporting people to regain or acquire skills to remain as independent as possible. The providers will be required to develop a diverse workforce and to be part of networks that promote sensitive and appropriate service delivery, and shall give due consideration to the gender of the Service User.</p>
Marriage/Civil Partnership		<p>Positive impacts: The providers will deliver support designed to enable Service Users to live their life in the best way possible with their limitations. The provision will include advice and guidance signposting or direct support for choices relating to sexual awareness, support for religious & cultural needs and access to social networks.</p>
Race	<p>The proportion of people from Black Asian and Minority Ethnic backgrounds is consistent with the other social care accessed services for the age group - approximately 77% White British ,14% Asian 1% Black and 8% other ethnicity.</p>	<p>Positive impacts: Re-commissioning of the service is expected to have a positive impact in terms of an emphasis on supporting people to regain or acquire skills to remain as independent as possible. The providers will be expected to support the Service Users' spiritual, religious and cultural needs, ensuring, for example, that diets, times of visits, observance of dietary restrictions and gender are complied with in accordance with the support plan.</p>

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Religion/Belief	The proportion of people with different religious beliefs is consistent with the other social care accessed services for the age group. Of those where religion was recorded, approximately 64% were Christian, 23% Muslim, 10% Sikh, 1.5% Hindu and 1.5% Agnostic.	Positive impacts The service specification expects that providers will demonstrate equality in all aspects of practice policy and procedures including giving due consideration to religion and belief, spiritual and cultural needs and observance of religious celebrations
Sexual Orientation		Positive impacts: The service specification expects that providers will demonstrate equality in all aspects of practice policy and procedures including giving due consideration to sexual orientation
Carers		Positive impacts: Re-commissioning of this service is anticipated to have a positive impact on family carers as service users regain independence and thus require less support from families and friends

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

Yes, requirement as part of tendering exercise.

Impact on the workforce

4. How many staff belong to the protected characteristics?



Contact the HR Change Management Team (Marion O'Brien, Marion.O'Brien@coventry.gov.uk 024 7683 2454) for management information on the workforce affected by this project/review.

There would be no impact on City Council staff as a result of this tendering.

5. What are the likely impacts of this project / review on different groups of staff?

Some incumbent providers may not be successful in securing the funding and their contract with the council will cease. It is not known who will be successful at this stage, although there will be opportunities for staff to move between providers which is common in the home support market.

It is envisaged that unsuccessful incumbent provider staff will be-distributed amongst successful providers owing to the general requirement for short term home support hours being equivalent or greater than it is presently.

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

Yes

☐

No

☒

Not required, tendering of services. Significant consultation and engagement has already been undertaken with a wide variety of stakeholder groups. See Section 9

7. Has a report to elected members been prepared in relation to this work?

Yes

☒

No

☐

Web link to the report:

Insert link to the report (usually <http://moderngov.coventry.gov.uk/...>).

Next steps

Please send this completed pre-consultation form to the Chief Executive's Policy Team: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939). This form will also be shared with Public Health, who will be in touch in relation to the impact of this project/review on health inequalities.

1b

Post-consultation

**The section below should be completed following consultation.**

Name

Jason Bejai

Date section 1b completed

27/10/2015

8. Update any equality impacts on service users listed in Part 1a question 2 following consultation.

Reflect any new information that may have come to light during the consultation process. Under mitigating actions, identify the responsible Council officer or named person in an external provider responsible for completing the action and timescales involved.

9. What were the key findings from the consultation process?**Key performance**

- Circa 930 people accessed the services across a 12 month period
- Just over 50% of people accessing and completing the service did not require an on-going social care services (either funded or privately arranged)
- Only 3% of people requiring long term services following their short term intervention were placed in a care home
- Of those people requiring long term home support services over 25% received a package which was less (reduction of hours) than their short term support package
- Of those people completing their short term service the average length of stay (LOS) was 27 days
- Therapy input is more consistent across short term home support services due to the partnership working and agreed protocols across CWPT / CRCCG and social care
- Feedback indicated that more service hours should be allocated to people living in the community to rebalance provision from a main focus on hospital discharge. Alignment with GP clusters was seen as a positive way of assisting with integration of health and social care provision

Comparison against other service types

Although difficult to always compare as there are many variables (client needs / level of illness etc.) it is worth referencing that short term home support services compare favourably to bedded services within the City. For example: -

- Circa 38% of people accessing bedded (residential) provision went onto need long term residential care
- 40% of people receiving a short term residential service went onto need no on-going care packages
- The average length of stay (LOS) was 46 days
- The average short term home support package is circa 14 hours – this equates to around £210 per week
- Compared to a short term care home placement (or even other bedded facilities) this is significantly less and enables people to remain in their own home following discharge / remain in their home to avoid admission.

10. Have any of the preferred delivery options or service model(s) changed following the consultation?

Yes



No



If yes outline what changes are to be incorporated

More focus on step up from community provision to avoid hospital/care home admission or people as current services largely focus on hospital discharge. Alignment with GP clusters to enable closer integration between health and social care.

11. Update the workforce data tables in Part 1a question 4 as required.



Not applicable

13. Following consultation, please indicate which of the following best describes the equality impact of this review/project.

There will be **no** equality impact if the proposed option is implemented ☐

There will be **positive** equality impact if the proposed option is implemented ☒

There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified ☐

14. Will this form be used to compile a Programme Level Analysis (Part 2)?

Yes ☐

No ☒

If yes, state the name of the programme:

Enter the name of the programme.

15. Approvals from Director and Cabinet Member

Name

Date

Director: Pete Fahy

03/11/2015

Cabinet Member: Cllr Caan

03/11/2015

16. Please detail below any committees, boards or panels that have considered this analysis.

Name	Date	Chair	Decision taken
Cabinet	26/11/2015	Cllr Lucas	Decision made / link to report.
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.

Next steps

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Version control

Find the latest version on Beacon at <http://beacon.coventry.gov.uk/equalityanddiversity/>

Version	Date	Summary of Changes (Author)
1.0.0	17 July 2014	Initial release (Jaspal Mann)
1.0.1	05 August 2014	Added protected characteristic of Disability under section 2 (Si Chun Lam)
1.0.2	05 May 2015	Jaspal Mann