

**Coventry City Council
Equality and Consultation Analysis (ECA) Form**

In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.

Part 1

This part must be completed and before formal consultation is undertaken and must be available during the consultation stage.

Author of this document: Gemma Tate

Name of Service Area/Proposal: Preventative Support – Adult Services

Head of Service: Michelle McGinty / Jon Reading

Date of completion: July/August 2017

Background to the planned changes

- 1. What is the background to the planned changes? Why is this change being considered? *If further information is available on the different scenarios that have been considered as part of this work, provide a link to the public document which contains this information.***

The City Council (Adult Social Care) and Coventry and Rugby Clinical Commissioning Group (CRCCG) have been undertaking a review of voluntary and third sector preventative support currently commissioned by both organisations.

The purpose of the review was to reprioritise voluntary and third sector spend and achieve a £500k Council saving for delivery by 2018/19, as agreed in the Council's budget setting process in February 2017.

This review has provided the opportunity to engage with the sector to develop how future community-based preventative support is delivered in Coventry. The aim is to commission and to invest in effective preventative support for people most in need: to stay independent, build their resilience and live well for as long as possible. The support will be time-limited and focused on providing a short-term intensive period of support with the flexibility for people to drop in and out of support when required.

Under the Care Act 2014 there is a general responsibility for prevention and well-being. In addition, effective prevention can support the long term viability of social care and can also play a key role in supporting people to access alternative support to statutory funded services.

Current services include a range of preventative support to a variety of groups across different service areas, including information and advice, carers' support, housing related support and short term one-to-one support. These services are been commissioned over many years and whilst some savings had been made in previous years, including through the 'A Bolder

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Community Services' Programme (ABCS), models of service delivery had not significantly changed.

The scope of the review has been refined during the engagement phase and a total 22 current providers are included this review. The engagement phase resulted in the decision by the City Council and CRCCG to terminate all current agreements and re-commission support by a grant giving process called the Community-based Preventative Support Grant with a total of £2.51m available (City Council £1.76m and the CRCCG £0.75m). This figure includes the reduction in funding by the City Council. All voluntary and third sector organisations that meet the requirements of grant will be able to apply for funding.

The priority groups identified are:

- Supporting carers to live well whilst caring
- Supporting people with physical impairments and those with dementia to remain independent and live well
- Supporting people with mental ill health to live well
- Supporting adults with learning disabilities to live fulfilling lives

The priority groups identified above are the direct result of a shared agreement with the sector developed through a series of three co-production workshops held in November and December 2016 and January 2017 (more detail is described in question 3 below.)

The commissioning of the Community-based Preventative Support Grant is underpinned by an Outcomes framework for delivery of support.

2. Who do you need to consider as part of this ECA? *stakeholder analysis

The following stakeholders would need to be considered:

- Current organisations who receive funding from the City Council and/or CRCCG,
- Potential new organisations who could apply for funding
- Current and potential service users and carers
- Adult social care operational teams
- Wider partners across the health and social care sector

Pre- Engagement Period

This section refers to any activities that took place (such as briefings, meetings, workshops, scoping exercises etc) with stakeholders before the formal consultation period.

3. What engagement activities took place prior to formal consultation and what feedback was received in relation to equality issues?

The proposal to reduce voluntary and third sector spend by adult social care was part of the 2017/18 budget proposals which were consulted upon as part of the Council's budget setting process. Therefore no specific consultation was required for this piece of work. The approach taken

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was to engage with the sector at the earliest opportunity in order for them to be actively involved in and harness their expertise in planning the future direction of community-based preventative support.

The review of voluntary and third sector support has been undertaken via a series of co-production workshops with current providers of support and other voluntary and third sector organisations who have an interest in this area and could potentially apply for funding. Workshops were held in November and December 2016 and January 2017.

The workshops focused on:

- Developing a shared agreement on the priority groups
- Developing high level strategic outcomes
- Developing specific priority group outcomes

In order for the Council and CRCCG to understand further the potential impacts of reduced funding for community based preventative support, Voluntary and Third Sector Organisations were asked as part of the application process for the grant to provide evidence of the potential negative impact of the budget reduction. In addition, organisations were asked to highlight the potential benefits if the current level of funding was maintained.

Analysis of Impact

In this section please ensure that you consider the three aims of the general duty as they affect **protected groups**. These groups are:

Age
Disability
Gender
Gender reassignment
Marriage/Civil Partnership
Pregnancy/Maternity
Race
Religion/Belief
Sexual Orientation

The **three aims of the general duty** require that a public authority, in the exercise of its functions, must have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Note – when identifying potential impacts below, please only include impacts that may exist over and above general impacts that may affect the wider community/population. For example, a reduction in grant to Coventry Citizens Advice

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would affect all service users through a reduced level of first line advice being available to all – but it would affect the following groups more; age, disability, gender and race as they represent a larger proportion of the clients who use the advice service.

4. **Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps (if any) could be taken to reduce any negative impact that has been identified. NB. Only include realistic mitigating actions that could be delivered.**

People with the following protected characteristics will be affected by the way support is commissioning from the Voluntary and Third Sector:

- Age – adults aged 18+
- Disability – adults and older people with disabilities, including long term conditions.
- Race – some current service provision is focused on different BAME groups, for example the Asian and African Caribbean communities

No disproportionate impacts have been identified for the following protected characteristics gender, gender reassignment, Marriage/Civil Partnership, Pregnancy/Maternity, Religion/Belief and Sexual Orientation

Overarching impacts

The overarching aim of the Community-based Preventative Support Grant is for voluntary and third sector organisations to provide flexible support within communities for people most in need that keeps them independent, healthy and living well. This is reflected in the priority groups that will be supported via the grant as outlined in response to question 1.

By redefining the types of support available from the voluntary and third sector organisations there will be a positive impact for the priority groups. The grant intentions are that funding is invested directly into front line interventions through flexible models of support which means that people can access support as and when needed.

The Council funding reduction will potentially have a negative impact on some organisations which will potentially support less people under new arrangements. Organisations who are successful in obtaining grant awards will, as part of their agreements, be working to increase resilience within communities, creating opportunities for people to increase their support networks and over time be able to offer informal support to others. It is expected these activities, in part, will mitigate some of the impact of the budget reduction.

5. **Are there any other vulnerable groups that could be affected? i.e. deprivation, looked after children, carers.**

Also include any information about the health/Marmot implications of this proposal. Contact Georgia Faherty (georgia.faherty@coventry.gov.uk or tel. 7683 1950) or Hannah Watts (hannah.watts@coventry.gov.uk or tel. 7683 3973) in Public Health for more information.

Any reduction in services provided for vulnerable individuals poses a risk of increasing health inequalities, so the identification of the priority groups for grant funding is a positive move towards ensuring the most vulnerable people are still able to receive preventative support. The potential reduction in numbers of people who will be supported presents a risk

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that some people who are reliant on these types of services may not be able to access them in the future. Mitigation for this risk is through the development of community resilience and assets, and ensuring that those individuals who are not eligible for services are signposted to alternative options. It will be important that monitoring of the new services takes account of not only those using the services, but also any reduction in numbers from those previously using support and investigation of the outcomes for that group to ensure that those just above the eligibility criteria are not disproportionately disadvantaged.

Carers of adults and older people are one of the priority groups for grant funding. Therefore carers will continue to be supported in line with the Multi-agency Carers Strategy which was agreed earlier this year.

The support offered via the grant will be for adults and therefore no impact on looked after children is envisaged.

The successful organisations who obtain grant funding will be expected to work across the City and where possible utilise community venues across the city, including in more deprived areas. Some support models will offer people support from their own homes and/or within GP surgeries.

The physical impairment and dementia priority group will also support people with long term conditions. We know that people from more deprived backgrounds are more likely to live with long-term conditions. This means they will have a range of preventative services available to offer support if required.

6. What are the gaps in evidence? Can this be addressed during the consultation stage? If so, how?

The starting point for this review was to move towards a model of commissioning new arrangements by an outcomes framework rather than more traditional approach of setting targets for the numbers of people to be supported. Therefore we have not reviewed any current data in respect of the types of people who are currently accessing support from these organisations, as the majority of the data is held by the organisations concerned and not the Council/CRCCG

We have, as part of the engagement workshops asked organisations to use their own information to identify any gaps in service delivery and how these might be addressed within applications for grant funding.

As part of the evaluation of the grant applications a small focus group of people who have an interest in voluntary and third sector and/or have used these types of services before looked at the applications that met the minimum standard for a proposal discussion meeting. Any questions and/or feedback from the group will be fed into the proposal discussion meetings. A key purpose of this meeting was to explore any potential gaps in support for people within the priority groups.

Following grant awards each individual organisation will be required to gather monitoring information, including data which will support further equalities analysis post-implementation of the new support offer. This will enable the Council and funded organisations to develop any further mitigating actions, if required.

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7. What are the likely impacts of this project/review on staff from protected groups?

There are no Council or CRCCG staff affected by this review: any affected staff are employed by the Voluntary and Third Sector organisations. More understanding of any impact of staff from protected groups will be known once proposed officer recommendations for grant awards are known.

The Council and CRCCG will work closely with organisations during the transitional period to new arrangements to understand any impacts on either staff or current service users within the protected groups.

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Part 2

This section should be completed AFTER the consultation stage has been concluded.

Author of this document: Gemma Tate

Date of completion: September/October 2017

Post-Consultation

8. Referring to the information detailed in question 4 of Part 1 of the ECA Form, state if the consultation has confirmed the potential impacts identified that were identified. Also detail below any additional information about potential impacts that has been highlighted during the consultation.

No formal consultation has been carried out for this piece of work. This section of the ECA will assess the equality impact for the applications that the Council/CRCCG have received for the Community-based Preventative Support Grant. The focus will be on assessing any equality impacts as a result of proposed grant awards for both successful and unsuccessful organisations.

This ECA will also assess any equality impact upon service users who are supported by current providers who have not applied for future funding as this will mean these organisations will no longer receive funding from the Council/CRCCG from 31 March 2018.

Overarching impacts

The overarching positive and negative equality impacts outlined in part 1 remain valid.

One of the questions on the grant application form was for voluntary and third sector organisations to outline the potential impacts of the proposed budget reduction. In summary the following **potential** impacts were identified by them:

- A reduced budget would could result in fewer people being supported at a time when the prevalence of certain long-term conditions is growing, for example dementia and mental health conditions
- Staff numbers and/or capacity might be reduced in some organisations, leading to the potential loss of highly trained staff
- Small organisations that deliver bespoke, unique services, for example to Black Asian Minority Ethnic (BAME) groups, could become unsustainable without continued funding, leaving a potential gap in service delivery
- Less people might receive support with benefit claims, resulting in lost income for the individual but also to the city.
- Increased pressure on statutory services (adult social care, health services and homelessness.)

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Following conclusion of the evaluation of the grant application process, the following impacts have emerged.

Current providers not applying for future funding

8 current providers did not submit applications for future funding. By the nature of the support provided people with disabilities are the group of people who will be most affected. The Council/CRCCG will be working with all organisations to understand the impact of these decisions. It is anticipated that there will be no or very limited impact in relation to 3 of these organisations as they only received a small amount of funding and will continue to offer the support they currently provide.

The Council is working with 1 organisation to ensure the service is phased out appropriately and where possible people who have used the service are signposted to other types of information/advice and support that might be available to them. The service ceased on 30 September 2017. At the time the service ceased all open cases had been closed.

The remaining 4 organisations currently support 32 people; 9 (28%) of whom have previously had an assessment and currently have eligible health and social care needs.

In terms of equality characteristics, all people receiving support from these 4 organisations will have a disability. There are 25 males and 7 females. The age range varies, with the majority (23) of people aged 50 and over. The majority of people (21) identify as White British. Note the Council does not currently hold equality information for all individuals affected.

Assessments and/or reviews are in progress to determine whether people currently receiving this type of support, who are not currently known to adult social care or people who have not had a recent needs assessment, have any eligible care and support needs in line with the Care Act. Similar types of support will still be available following Grant Awards and where required people will be transferred to a new provider and/or other types of support to meet their needs.

Where people are not eligible for social care support they will receive information and advice about alternative sources of support.

Current providers that have not been recommended for future funding

Overall, 5 providers have not been recommended for future funding, of which 3 are current providers. For 1 provider their unsuccessful application was for a small amount of additional funding for raising awareness of mental ill health and infrastructure costs (e.g. IT equipment) to support this. There will be no disproportionate equality impacts of this decision, as activities of this nature will be still be carried out by this organisation, in collaboration with other providers supporting people with mental ill health.

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2 providers currently provide floating support services. 1 provider is primarily contracted to support 47 older people aged 60+ and the other supports 52 people with mental ill health. The Council does not currently hold any equalities data in respect of these individuals.

Following notification of being unsuccessful for grant awards, the Council will work with both providers, the people receiving support and their families to determine whether people currently receiving this type of support have any eligible care and support needs in line with the Care Act. Similar types of support will still be available following Grant Awards and where required people will be transferred to a new provider and/or other types of support to meet their needs.

Where people are not eligible for social care support they will receive information and advice about alternative sources of support.

Positive Impacts – new types of support for some of the priority groups

Some of the organisations that have been recommended for funding are new organisations who will be able to offer specialist support to people with visual and hearing impairments and people who hoard. There is currently limited preventative support for these groups of people.

Supporting people who hoard has been an increasing issue for operational staff within adult social care. Hoarding has recently been recognised as a mental health condition under the International Classifications of Diseases (ICD) and is considered within the definition of self neglect under the Care Act 2014.

Additionally some successful organisations will use volunteers as part of their overall support offer and thus create more peer-to-peer support options.

Outcome of equality impact

9. Indicate which of the following best describes the equality impact of this project/review:

- 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
- There will be both **positive and negative** impacts if the proposed option is implemented

Summary of ECA

Write a paragraph below which summarises the key aspects of this ECA.

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NB. - This paragraph will be included in the Decision-making Report as well as the end of year ECA report

Where specific objectives have been set for any protected groups around equality impact, also include this information below.

The Community-based Preventative Support Grant will have a positive impact on adults and older people with disabilities, as they will have access to targeted support which will enable them to build their resilience and access support within their community as and when they need it, with an increasing focus on direct one-to-one support. This will enable them to remain independent and live well for longer.

All successful organisations will be expected to work with adults aged 18+ and people from all ethnic backgrounds. Some existing organisations who specialise in supporting people from BAME communities with mental ill health will continue to offer support to this group of people, working closely with other agencies. In addition there will be more support available to people with sensory impairments and people who hoard.

The potential reduction in numbers of people who will be supported presents a risk that some people who are reliant on these types of services may not be able to access them in the future. Mitigation for this risk is through the development of community resilience and assets, and ensuring that those individuals who are not eligible for services are signposted to alternative options. However early indications from the grant application process is that some successful organisations have re-configured their support models to be able to support similar numbers of people each year.

The transition period to the new arrangements will enable those providers who have not applied for funding or those who have been unsuccessful to work alongside affected individuals, their families and social workers to identify any ongoing care and support needs and how these can be met.

The Strategic Commissioning Team will be working closely with both successful and unsuccessful organisations to monitor any equalities impacts and identify any further mitigating actions.

Next steps

Please send this completed ECA to the Insight Team as follows:

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Jaspal Mann (jaspal.mann@coventry.gov.uk tel. 7683 3112)

Version Control

Version	Date	Summary of changes (Author)
1.0.0	26.05.16	Initial release (Jaspal Mann)