

# 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.*

## Form 1

**Author of this document: Cathi Sacco, Joint Commissioning Manager - BCF**

**Name of ECA and Service: Accommodation Based Support for Older People**

**Head of Service: Jon Reading**

**Date of completion: 24 October 2019**

### *Background to the planned changes*

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**1. What is the background to the planned changes? Why is this change being considered?**

Permanent residential and nursing care services are provided throughout Coventry to meet people's assessed care needs for those older people who meet the national eligibility criteria for care and support as defined by the Care Act 2014. Short term reablement services are provided in a care home to support older people in regaining their independence following an acute or other episode.

It is proposed that permanent residential and nursing care services, and reablement short term care home services are subject to a procurement exercise to commence in December 2019, to award in March 2020 and to go live in May 2020.

At any point in time the Council will support an estimated 600 people in independent residential and nursing care. Services purchased provide 24-hour care, 365 days a year, to older people in a permanent residential setting, the fees for which cover the cost of accommodation, meals, activities and personal care on a long term basis. Placements are made in standard and specialist dementia care and nursing homes.

The Council, jointly with Coventry and Rugby Clinical Commissioning Group currently provide 32 short term reablement beds in private care homes, where the length of stay is for up to 6 weeks.

The effective delivery of short term and permanent residential and nursing care is fundamental to discharging the Local Authority's statutory duties under the Care Act (2014).

The proposal is to develop and 'approved provider list' for permanent residential and nursing care. In addition, residential and nursing care homes will be invited to tender for nominations. Nominations will be offered to individuals as a choice which does not require any third party contribution. In this way, choice is extended for older people in Coventry.

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

- Older people in need of permanent residential and nursing care services that are funded by social care
- Older people in need of short term reablement residential care services following an acute or other episode
- Families of above

Organisations and their staff who may be affected by this review include:

- Independent and voluntary sector residential and nursing care home providers in the city

Council:

- Older Persons 65+ Teams
- All Age Disability Teams
- Integrated Practitioner Units (Mental Health)

Health partners:

- Coventry & Rugby Clinical Commissioning Group (CRCCG)
- University Hospitals Coventry & Warwickshire (UHCW)
- Coventry & Warwickshire Partnership NHS Trust (CWPT)

### *Pre-Consultation Engagement*

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*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 (if any) was received in relation to equality issues?

A number of engagement activities took place with residential and nursing care home managers and owners through both regular meetings, special forums and one to one meetings.

Engagement was carried out in order to inform the specifications of both permanent and short term services. 'I statements' have been developed with individuals which focus on what individuals want from the service, what is important to them and ensures that residential and nursing homes meet these requirements.

Further engagement took place through a Healthwatch review of reablement services, including bed based services, which informed the requirements for this service. Feedback focused on:

- Communications to the individual, family and friends
- The way that care is provided and the provision of specialist health related services
- More enabling approaches via the workforce and the accommodation, equipment
- Provider feedback focussed on costs and fee models.

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Council officer and partner feedback focussed on developing outcomes, wellbeing and health services and the need to cater for challenging behaviour.

The above feedback has been used to develop the services and inform providers of what will be required. The new services draft specification includes requirements in relation to the above.

### *Analysis of Impact*

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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 reassignment  
Marriage/Civil Partnership  
Pregnancy/Maternity  
Race  
Religion/Belief  
Sex  
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:

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

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

**Age** – 95% of people are age 65+, with the average age being 83. No specific impacts on this protected characteristic were identified during engagement activities.

The purchased services of permanent residential and nursing and short term reablement services are for people aged 65+ who meet the Council's eligibility criteria. The services therefore have a positive impact on older people.

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### Care Home placements Older People 2018/19

Age range	%
<65	5%
65-75	17%
76-85	33%
86-95	37%
96-105	7%

**Disability** – Individual’s accessing services will have their needs assessed, and it determined that a residential or nursing care home best meets their individual needs, which will include:

- Physical: Personal care support
- Support with memory and cognition
- Social: Support for social isolation / Other

Specialist dementia services are purchased to meet these specific needs.

The services have a positive impact on disability.

**Gender** – The majority of care homes in the City provide services for all genders. No specific impacts on this protected characteristic were identified during engagement activities about gender.

**Gender Reassignment** - No statistical information is available for this characteristic as information is not routinely collected about the users of the service. No specific impacts on this protected characteristic were identified during engagement.

**Marriage / Civil Partnership** - A number of shared residential and nursing care home rooms are available across the city for people of all marital statuses. No specific impacts on this protected characteristic were identified during engagement activities.

**Pregnancy/Maternity** - No specific impacts on this protected group were identified during engagement activities.

**Race** - Nearly 80% of people in residential and nursing homes are white British. There are care homes in Coventry that cater for specific ethnic groups.

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### Care Home placements Older People

2018/19

Ethnicity Group	%
African	0.37%
Any Other Ethnic Group	0.37%
Caribbean	1.67%
Indian	3.16%
Not Yet Obtained	4.28%
Other Asian	0.37%
Other Black Background	0.19%
Other Mixed	0.19%
Other White Background	2.04%
Refused	2.23%
White British	78.81%
White Irish	6.13%
White/Caribbean	0.19%

**Religion/Belief** – There are several care and nursing homes who cater specifically for people of specific religious beliefs. No statistical information is available for this characteristic as the as information is not routinely collected. No specific impacts on this protected characteristic were identified during engagement activities.

**Sexual Orientation** - No statistical information is available for this information is not routinely collected.

The service specification includes the requirement on successful providers to comply with equality duty requirements on behalf of the Council. The actual impact on service users will be monitored as part of the performance management of the contract.

The procured services will have a positive effect in the city for service users and their carers. The new service specification will enable a greater focus on meeting individual's needs and providing reablement services to help people to maintain/ regain skills/acquire new skills over a 6 week period in order to re-establishing more control over their lives.

**5. Are there any other vulnerable groups that could be affected?**

No

**6. What are the gaps in evidence? Can this be addressed during the consultation stage?**

None identified other than a lack of routine information collection relating to the areas identified in 4, above.

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

No staff from protected groups are expected to be impacted by this proposal.

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## Form 2

*This section should be completed AFTER any consultation has been concluded.*

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### *Potential Impacts – further information*

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

NA

### *Outcome of equality impact*

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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  Tick

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*

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

In summary, it is expected that the procurement exercise for permanent residential and nursing care home and short term reablement service will have a positive impact on the health and wellbeing of the people that use the services in Coventry, in particular older people. Residential and nursing care home and reablement support to older people is key to protecting and providing support to this vulnerable group of people.

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## Approvals from Director and Cabinet Member

**Name of ECA Author:** Cathi Sacco

**Date** 24 October 2019

**Director:** Pete Fahy

**Cabinet Member:** Cllr Mal Mutton

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

<b>Name</b>	<b>Date</b>	<b>Chair</b>	<b>Decision taken</b>
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### *Next steps*

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

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