

# APPENDIX 1



## Equality, Diversity, Cohesion and Integration Screening

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

**Screening** will help to determine the relevance of proposals and decisions to equality, diversity, cohesion and integration and whether an **impact assessment** will be required.

<b>Directorate:</b> <b>Adult Social Care</b>	<b>Service area:</b> <b>Residential and day Care</b>
<b>Lead person:</b> <b>Dennis Holmes</b>	<b>Contact number:</b> <b>2474959</b>

<b>1. Title:</b> Is this a:  <input type="checkbox"/> <b>Strategy</b> <input type="checkbox"/> <b>Policy</b> <input checked="" type="checkbox"/> <b>Service</b> <input type="checkbox"/> <b>Function</b> <input type="checkbox"/> <b>Other</b>
Is this:  <input type="checkbox"/> New/proposed <input checked="" type="checkbox"/> <b>X</b> <b>Already exists and is being reviewed</b> <input type="checkbox"/> Is changing
(Please tick one of the above)

<b>2. Please provide a brief description of the policy/strategy/ service/function being screened:</b>
<p>Main aim :</p> <p>Adult Social Care is seeking approval from Executive Board to undertake a review of the current in-house residential and day care services for older people. Proposals are that in future the council will no longer run some of its care homes and day centres. It will however continue to ensure that older people's care needs are met with a range of services, to include a wider range of specialist provision for those unable to stay living independently in their own homes.</p> <p>Executive Board will be requested at its meeting on 15 December 2010 to agree a set of criteria for determining the most suitable option for each of its residential homes and day care centres and to begin public consultation on these proposals.</p>

In addition to these criteria, the development of the options appraisal will consider other data and service user profiling, attached to this screening as Appendix 1. This data will be further developed as the review progresses.

**Purpose:**

The council faces the challenge of implementing its vision for high quality, long term support for older people at a time of decreasing resources. This vision emphasises the importance of quality services for frail or disabled older people and those needing dementia care as well as support for older people to regain and maintain their independence as much as possible.

The purpose of the review of these services is to:

- Reshape provision for older people to ensure they are fit for the 21<sup>st</sup> century promoting independence and choice whilst responding to projected demographic and economic changes
- Give people choice, with a range of different services located within their communities, maximising control, and seeking to provide a seamless care pathway based around more community based preventative services thus promoting independence, choice and well-being by allowing individuals to remain safely within their own homes and communities.
- Respond to the changing needs, expectations and aspirations of older people around personalisation and the diversity of care
- The council will have much less money to provide services in the future and many more people are living longer and living with dementia. This means that it must look very carefully at the cost of services and consider ways in which it can do things differently to make sure services are in place to support people with high dependency and more complex needs, whose numbers will grow in coming years.

This screening is to determine the likely areas of equality impacts of the review.

**3. Relevance to equality, diversity, cohesion and integration**

please tick the appropriate boxes

Question	Your answer
Does your strategy, policy, service or function affect service users, employees or the wider community?	<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
Does your proposals relate to areas where there are known inequalities?  (for example disabled peoples access to public transport, the gender pay gap,	<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>

racist or homophobic bullying in schools, educational attainment of Gypsies and Travellers)	
If you have answered <b>yes</b> to either of the above go to <b>question 4</b> If you have answered <b>no</b> to either of the above go to <b>decision 3</b> in <b>question 5</b>	

#### 4. Considering equality, diversity, cohesion and integration

<p>Are you including equality, diversity, cohesion and integration as part of considerations within your future planning.</p> <p>(you need to consider age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics)</p>	<p><input checked="" type="checkbox"/> <b>Yes</b></p> <p><input type="checkbox"/> <b>No</b></p>
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If yes please provide details;

It is intended that the review of these services will balance the need to achieve savings with opportunities to develop the service to ensure that it adds value and contributes to the health and well-being of older people.

The main stakeholders are:

- Older people who live in council residential homes.
- Older people who access residential services for short stay and respite
- Older people who attend day care centres
- Carers and families of these services users
- Staff working within the service
- Future users of older people's services

**Equality Characteristics**

There is a statutory duty imposed on local authorities by section 149 Equality Act 2010 to eliminate discrimination and advance equality of opportunity in the exercise of its functions, and so promote disability equality. To mitigate against any anticipated adverse impacts and ensure that any such impacts are minimised, each option will have its own full equality impact assessment with appropriate consultation and involvement of all stakeholders.

Proposed options will potentially give rise to equality impacts particularly by those older and disabled people whose home is currently provided by the in-house residential care service. Any adverse impact will be carefully managed so as to ensure that the impact is either eradicated or mitigated.

**Age Equality.** The proposals for change are aimed at providing improved services to older people of the 65+ age group.

### **Disability equality**

By the nature of the residential service, all residents are older people and have disabilities associated with ageing. As part of the review, the council will consider that its role in ensuring the need for specialist provision in key areas such as the increasing need for dementia services and intermediate care is met.

In relation to day services, service user profiling will be undertaken to identify those people with personal care and high dependency needs to ensure that their needs are continued to be met.

The review will seek to identify changes which promote independence and choice. People who have difficulties expressing wishes and choices, particularly older people with dementia, may require independent advocates, to ensure that their views and wishes are included in decision-making.

### **Gender equality**

Most of the people affected are women and gender is another protected characteristic protected by Section 149 Equality Act 2010.

This duty is also of relevance in workforce planning. Most of the care and support staff employed in the homes are women and any proposal to close would have the greatest impact on this predominantly female group.

All these considerations will be managed as part of the consultation process with trades unions and staff.

### **Race equality**

As part of the review, the council will consider its role in ensuring the need for specialist provision in key areas such as minority groups can be met.

### **Religion/beliefs**

The services will be provided to people irrespective of, but with respect for religion and belief

### **Sexual orientation**

The services will be provided to people irrespective of, but with respect for sexual orientation and accommodating same sex partnerships

**Carers/ families** The review will seek to identify changes which promote independence and choice

**Cohesion** – Integrating people into communities wherever possible will enable them to access universal services and make links with their own communities

## **5. Screening decision**

**Decision 1 – need to complete** an equality, diversity, cohesion and integration impact assessment...

...if you have answered **yes** to either or both questions in 3 and **no** to question 4 you will need to complete an equality, diversity, cohesion and integration impact assessment.

When will you complete the impact assessment?

A separate assessment will be completed for each identified proposal as part of the options appraisal, involving relevant and appropriate consultation and involvement through the Adult Social Care Programme Team.

Date:

August 2011

Who will lead the impact assessment?

Name and job title:  
Dennis Holmes

**Decision 2 – do not need** to complete an equality, diversity, cohesion and integration impact assessment...

...if you have answered **yes** either or both questions in 3 and **yes** to question 4 you do not need to complete an impact assessment.

**Decision 3 – do not need** to complete an equality, diversity, cohesion and integration impact assessment...

...if you have answered **no** to either or both questions in 3

**Please provide details**

**Date screening completed**