

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: Adults and Health</b>	<b>Service area: Contracts and Commissioning</b>
<b>Lead person: Michelle Atkinson</b>	<b>Contact number: 0113 3783848</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b>	

<b>1. Title: Rapid Response Home Care</b>
Is this a:
<input type="checkbox"/> <b>Strategy /Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

**2. Members of the assessment team:**

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Michelle Atkinson	LCC	Commissioning Manager
Louise Morgan	LCC	Commissioning Officer

<b>3. Summary of strategy, policy, service or function that was assessed:</b>

In order to ensure increased capacity during the winter months (2018/19) it is proposed that the Primary community home care providers will deliver a pilot for a new short term Rapid Response Team providing home care services across the City in each of the 6 Geographical Management areas. This proposal is being developed and introduced in order to support hospital discharges (from Leeds and outer hospitals), community care bed discharge and reablement throughout for individuals who require long term care and support in their own homes.

The issues around delayed transfers of care is well documented and the winter months compound these issues with people staying in hospital longer than necessary due to difficulties in arranging appropriate care and support to enable timely discharge. This has a system wide negative impact but can also be detrimental to the individual involved and their carers as people are at greater risk of ill health e.g. hospital acquired infections and increased levels of dependency. This pilot would look to alleviate these issues by facilitating discharge with the appropriate support within 24hrs of someone being deemed medically fit to leave hospital. This is an invest to save model as the longer people stay in hospital the more likely it is that their needs will increase resulting in more intense and costly care and support packages.

**4. Scope of the equality, diversity, cohesion and integration impact assessment**  
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

**4a. Strategy, policy or plan**

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

**Please provide detail:**

**4b. Service, function, event**

please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of	<input type="checkbox"/>

the service)	
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<b>Please provide detail:</b>	

**5. Fact finding – what do we already know**  
 Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

Independent research carried out by Newton Europe identified that people in Leeds hospitals were experiencing delayed transfers of care due to there not being enough capacity within the current home care provision.

**Are there any gaps in equality and diversity information**  
**Please provide detail:**  
 Individual needs will continue to be met and therefore there will be no negative impact.

**Action required:**

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

**Yes**                       **No**

**Please provide detail:**

The Executive Member for Health, Well-Being and Adults (inc. Sport) has been consulted about this proposal. Primary service providers have been consulted as part of this proposal.

**Action required:**

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> <b>Age</b>                  | <input type="checkbox"/> <b>Carers</b>             | <input type="checkbox"/> <b>Disability</b>         |
| <input type="checkbox"/> <b>Gender reassignment</b>  | <input type="checkbox"/> <b>Race</b>               | <input type="checkbox"/> <b>Religion or Belief</b> |
| <input type="checkbox"/> <b>Sex (male or female)</b> | <input type="checkbox"/> <b>Sexual orientation</b> |  |
| <input type="checkbox"/> <b>Other</b>                |  |  |

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

**Please specify:**

Adults and Health commission home care services for older and disabled people. However, the access route and needs assessment will not change.

**Stakeholders**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> <b>Services users</b>       | <input type="checkbox"/> <b>Employees</b> | <input type="checkbox"/> <b>Trade Unions</b> |
| <input type="checkbox"/> <b>Partners</b>             | <input type="checkbox"/> <b>Members</b>   | <input type="checkbox"/> <b>Suppliers</b>    |
| <input type="checkbox"/> <b>Other please specify</b> |   |  |

**Potential barriers.**

- |   |   |
|---|---|
| <input type="checkbox"/> <b>Built environment</b>             | <input type="checkbox"/> <b>Location of premises and services</b> |
| <input type="checkbox"/> <b>Information and communication</b> | <input type="checkbox"/> <b>Customer care</b>                     |
| <input type="checkbox"/> <b>Timing</b>                        | <input type="checkbox"/> <b>Stereotypes and assumptions</b>       |

<b>Cost</b>	<b>Consultation and involvement</b>
<input type="checkbox"/> <b>Financial exclusion</b>	<input type="checkbox"/> <b>Employment and training</b>
<input type="checkbox"/> <b>specific barriers to the strategy, policy, services or function</b>	
<b>Please specify</b>	

<b>8. Positive and negative impact</b> Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers
<b>8a. Positive impact:</b>
People who are deemed to be medically fit for discharge will be supported to return to their home in a more timely manner.
<b>Action required:</b>
The impact does not advantage any equality characteristic more than any other, so no action is required

<b>8b. Negative impact:</b>
<b>Action required:</b>

<b>9. Will this activity promote strong and positive relationships between the</b>
--

<b>groups/communities identified?</b>
<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b>
<b>Action required:</b>

<b>10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)</b>
<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b>
<b>Action required:</b>

<b>11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)</b>
<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b>
<b>Action required:</b>

**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
<b>Date impact assessment completed</b>		

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: