

Equality Impact Assessment



Name of project/proposal

A7 In-House Residential & Nursing Care

Contact name

Steve Gowtridge

Department

Adult Services

Date to be published on Hantsweb

09 Sep 2015

Purpose for project/proposal

The purpose of these proposals is to achieve targeted savings of £2.9m from the County Council's in-house residential and nursing care budget. The role, usage and costs of in-house provision will need to be reviewed. This will include further steps to reduce spend on agency staff, options to reduce other costs and ensuring that in-house provision is used for maximum benefits of residents.

Further proposals will be considered once the impact of the project to reduce the use of agency staff has been fully implemented and assessed.

Consultation

Has a consultation been carried out?

No

However the County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year.

Until the first stage work to reduce use of agency staff is complete and an options appraisal is conducted, it is difficult to analyse the likely impact of future proposals. Further work is required on this and any resultant changes will be subject to consultation where appropriate.

Statutory considerations

Impact

Age	High
Disability	Medium
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Medium
Marriage and civil partnership	Low
Pregnancy and maternity	Low

Other policy considerations

Poverty	Low
Rurality	Low
Other factors	Nothing selected

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Equality statement

The primary impact of these proposals would be on the residents living in the homes, however it is likely to be a positive impact; a reduction in agency staff would see greater consistency in staff in each home.

At any one time, there are up to 958 older people living in the County Council's own residential and nursing homes. These people are older people, many of whom have dementia or a physical impairment and in the case of those living in the nursing homes, require nursing care.

However, until the first stage work to reduce use of agency staff is complete and an options appraisal is conducted, it is difficult to analyse the likely impact of future proposals. Further work is required on this any resultant changes will be subject to consultation where appropriate.

Date to review actions

11 Mar 2016

Final decision date

Final decision date due
Decision to be made by

17 Sep 2015
Executive Member