Equality Impact Assessment

Name of project/proposal

T17 The Care Offer (A1)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

To reduce expenditure on front line care services to achieve targeted savings of around £6,6m; the Care Offer proposals focus on how needs are assessed in ways that are safe and financially sustainable:
• Greater use of short-term interventions initially to maximise independence and reduce ongoing care needs.

• Seeking greater input from family, friends and the wider community to provide a mix of commissioned care, family care and support from the local community.

• Reducing the number of older people who do not have a dementia diagnosis that the County Council places in residential care and not making placements into nursing homes for people who do not have an ongoing need for nursing care.

• Where long-term support is required, replacing the one-to-one support provided to people who have been assessed as not needing it with shared support to access resources within the community

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	High
Disability	High
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	Medium
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

Greater use of short-term interventions initially to maximise independence and reduce ongoing care needs.

This will mean that some people approaching Adult Services for the first time will be directed to a short term service, such as re-ablement, or to a service for a time-limited period to see whether they can be supported back to a greater level of independence and a lower level of dependency on local authority funded support. This may not match people's expectations. Given the make-up of those seeking Adult Services support, older people, those with disabilities and women will be more affected than other groups.

Seeking greater input from family, friends and the wider community to provide a mix of commissioned care, family care and support from the local community

A review of the way that care and support is provided on a day-to-day basis may result in people experiencing a change of service provider or their care being delivered in a different way. The County Council would be likely to seek greater involvement in the delivery of support from families and local communities. Whilst the County Council can help influence and support local communities, there is a limit to the extent of this.

In mitigation, the department would increase its investment in the voluntary and community sector to ensure that those alternatives are there and that more volunteers are attracted to support people with social care needs it would also ensure that its current investment is better targeted on proven interventions. Proposals would be brought forward later in the year about a new model of grant funding to reflect this change of emphasis. The people who use the services that would be reviewed are primarily older people or people with a physical disability, learning disability, mental health condition or multiple disabilities. The services that are likely to be reviewed are provided across the whole of Hampshire, with no specific area being targeted.

It is acknowledged that these proposals are likely to have a disproportionate impact on women, older people and people with disabilities. This however, is due to the fact there are more women, older people and people with disabilities using the services that we commission for older people. The Council commissions services for approximately 22,000 people across the whole of Hampshire, with no specific area being targeted.

Most people will see some difference in how their care is delivered, but as each case is judged on its own merits, it is not possible to say at this stage how many will be affected if these proposals are adopted. Following any review of the care and support services provided and commissioned by the Council's Adult Services department, service delivery would only change where it does not endanger the meeting of eligible social care outcomes for an individual under the Care Act 2014.

Reducing the number of older people who do not have a dementia diagnosis that the Council places in residential care and not making placements into nursing homes for people who do not have an ongoing need for nursing care

This proposal would impact on older people, many of whom may have some form of impairment or disability. This would not impact upon people who are already in residential care or nursing care. Older people would be encouraged to remain living in their own homes, with care and support packages arranged to enable them to do so.

One potential benefit of this proposal would be that it would allow more couples to remain living at home together for longer. Traditionally, where one of the couple has a greater level of need than the other, they become separated because one of them has to move into a residential care home.

We acknowledge that these proposals are likely to have a disproportionate impact on women and older people with physical disabilities. This however, is due to the fact there are more women than men using the services that we commission for older people, and that the proposal is to meet the needs of older people with physical disabilities differently in future. Their needs, however, will continue to be met in line with the Care Act 2014.

Where long-term support is required, replacing the one-to-one support provided to people who have been assessed as not needing it with shared support to access resources within the community

This proposal is targeted at older people, many of whom may have some form of impairment or disability. Older people who currently receive one-to-one support from a support worker and who have been assessed as not needing their own support worker because of risk would be directed to access shared support services as well as community-based resources. This proposal is aimed mainly at those people who have been assessed as not being eligible to receive social care from the Council, but who need low levels of support to allow them to continue living independently, such as advice on benefits, bill etc).

This would require increased investment in the voluntary and community sector to ensure that those alternatives are there and that more volunteers are attracted to support people with social care needs.

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Hampshire County Council

Name of project/proposal

A2 Direct Payments

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

The aim is to achieve targeted savings of £0.8m by making direct payments the normal option for working age people receiving social care funded by the County Council. Direct payments would become the normal offer when an individual has been assessed as having a need for support that will be funded through social care.

A direct payment is money paid by the County Council to individuals over 16 or carers eligible to receive social care services. It is given as an alternative to receiving services from Adult Services enabling people to have greater choice, control and flexibility as to how their care needs are met, allowing people to live more independent lives. In order to achieve this it is necessary to streamline the process to obtain a Direct Payment.

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	Medium
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Low
Rurality	Low
Other factors	Low
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

This proposal would primarily impact upon people with a learning disability, physical disability or mental health need, although older people could also benefit from a Direct Payment. These proposals are aimed at new service-users entering the adult social care system and are likely to impact upon approximately 700 new service users each year.

This would involve individuals using a direct payment to employ personal assistants to meet their eligible care needs. It is cheaper for an individual to do this than it is for the County Council to purchase care for them from a provider. A benefit of this is that it would give individuals greater control over how their care outcomes are met and how they live their lives. It also allows service users to shape their support around their individual needs and wishes, which enables care to be more sensitive to individual differences.

It is recognised that some people will require more support in order to access a Direct Payment, for example people who have communication difficulties or are risk of financial abuse. Further developing Direct Payment support services will be part of this project. It will also develop Individual Service Funds, which allow a third party to manage a Direct Payment with the recipient. Were Direct Payments to become the normal option for people, anyone who is unable or unwilling to manage a direct payment (e.g. some older people or those with a severe learning disability) would continue to be supported by the County Council identifying and arranging their care for them

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Name of project/proposal

A3 Changes in Policy

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

To aim to make targeted savings of £1.5m by making changes to social care policies and how they are enacted, specifically those policies around social care transport and personal budgets in line with the Care Act 2014.

More detailed proposals will be brought forward later in the year for consultation.

Consultation

Has a consultation been carried out? Planned

No consultation has been carried out on these specific proposals, 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.

More detailed proposals will be brought forward later in the year for consultation.

Statutory considerations

Impact	
Age	High
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Low
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

Social Care Transport

It is proposed to clarify the transport policy to reduce the extent to which transport is provided. It is proposed that in future Adult Services would only fund transport to services where there is no alternative. The need for and cost of transport would be taken into account when assessing the most cost effective means of meeting a service user's needs. Other resources available to the service users will also be considered, including use of mobility allowances and adapted vehicles.

It is estimated that this proposal could impact up to approximately 450 people, of whom approximately 67% have a learning disability, with the remainder consisting of either older people, people with a physical disability or people with a mental health condition. This is out of a total of approx 22,000 people across the whole of Hampshire that receive care paid for by the County Council.

These proposals may also have an impact upon people living in rural communities, where the alternative of using public transport, is not as easily available to them. The proposal would ensure that a person can reach a service to meet their eligible needs.

Personal Budgets

In future personal budgets would be set with reference to the most cost effective means of meeting a person's assessed needs. Whilst this will place some restriction on choice, it reflects the cash limited nature of social care. There is a need to balance a person's individual choice and the resources available. Service user preferences will still be respected as far as possible within this framework.

These changes would predominantly affect new service users (approximately 4000 people per year) , but it is estimated that up to 460 people who currently receive care funded by the County Council would need to be re-assessed under the new criteria (out of 22,000 people across the whole of Hampshire that receive care paid for by the County Council).

People who have their care delivered or arranged by Adult Services are mainly either elderly or have a disability. Therefore any changes to the department's policies would impact upon these groups.

Following any review and subsequent change to the department's policies, the County Council would continue to ensure that it meets eligible social care outcomes for individuals under the Care Act 2014.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Hampshire County Council

Name of project/proposal

T17 Disabilities Enablement(A5)

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 approximately £6.4m by reviewing all care packages for people with learning disabilities and by reviewing the current provision of day care for people with learning disabilities.

The review of all packages of care for people with learning disabilities would ensure they are using the most cost-effective support appropriate for them, via the new Learning Disability Support to Live at Home procurement framework. That framework provides cost effective one-to-one support at lower rates than the previous arrangements. The reviews would ensure that all appropriate packages of care utilise this framework and that the hours of support commissioned are delivered and remain necessary.

Day Services would be targeted more carefully, to ensure they are offered where it is the most appropriate option. One to one support would only be funded where it is demonstrably required to meet a person's needs. Personal budget allocations for day care would be set in line with the most cost effective option to meet an individual's needs, including transport costs. Some resources would be re-directed into developing the supported employment offer.

Further proposals will be brought forward for consultation next year.

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.

Further proposals will be brought forward for consultation next year.

Statutory considerations

Impact	
Age	Low
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Medium
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

These proposals would impact upon people with learning disabilities receiving day care services. There are currently approximately 880 people who use learning disability day care services, either provided directly by the County Council

or commissioned by the County Council.

This could mean developing alternative models for delivering day care for people with learning disabilities, by increasing the use of direct payments and developing a wider range of alternative activities. For people who use day care services, this may mean that they receive a different type of service, or it is provided by a different organisation. Some choices that are currently available and that are more expensive may cease to be available. For some people, day services may act as a transitional service, rather than a long-term care option.

In terms of positive impacts, day services would be expected to enable people to become more independent. An expansion of supported employment would lead to greater financial independence for individuals.

Approximately 850 service users would need to have their care package reviewed as part of this project; in most cases this would be carried out as part of their usual annual review.

People could see greater use of telecare and voluntary sector support to reduce the number of paid care hours they receive. Packages of care will continue to be personalised to the needs of the individual and Direct Payments will be actively promoted to maximise service user choice. Some may see a change in their care and support provider and/or the number of hours of support provided.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	09 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Hampshire County Council

Name of project/proposal

T17 Disabilities Housing Model (A6)

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 £7.7m for the Council, by reducing by 80% the number of adults with a learning disability who are living in a residential care setting by supported living or younger adults Extra Care

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	Low
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Medium
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Medium
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

This proposal would impact upon people with a learning disability. There are currently 820 people with a learning disability in residential care; our aim would be to reduce this number by up to 80% over the life of the programme (which is beyond 2017). Supported living and Extra Care provide people with greater rights and these models support more personalised care focused on the individual.

The proposal would mean working with service-users and providers to either move people from their current residential care home to either an Extra Care or supported living scheme, or to convert current residential care homes into assisted-living schemes or for them to move into a Shared Lives environment.

The proposal would mean a significant move from traditional residential care by investing in more Extra-Care assisted living housing , modern forms of supported living, Shared Lives and enhancing the care available to people in their own homes. Extra-Care assisted living helps vulnerable people by bringing together housing, care and support in a home of their own , enabling people to remain independent for as long as possible.

Shared Lives is a service where people receive their care in the environment of a family home. Shared Lives offers a mixture of long-term placements and respite services.

It is recognised that moving people can be distressing for them, however the Council has significant experience in managing such moves, having converted its own learning disability residential care homes into homes that offer crisis care or respite, rather than long-term residential care. Individuals would receive intensive support to enable them to move into either an assisted-living or Extra-Care or Shared Lives environment.

This proposal has a number of potentially positive impacts:

- One of the key benefits of alternatives to residential care, such as Extra Care, supported living or care at home, is that couples, are able to remain living together. Traditionally, where one of the couple has a greater level of need than the other they become separated because one of them has to move into residential care.
- For people with disabilities, particularly those with learning disabilities, these proposals would potentially allow them to have access to a wider range of services that would enable them to continue living independently for longer.

Enabling people with disabilities to move from residential care into supported living gives greater security of tenure, choice, independence and control in how they live their lives. It is anticipated that service users would have a far greater say in how their care and support is provided in this new model of accommodation and support

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Hampshire County Council

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	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Name of project/proposal

T17 Commissioning and Procurement (A8)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

These proposals would see a targeted £6.6m reduction in the amount spent by the County Council on the care and support services that we buy from providers, particularly residential and nursing services for older people.

Whilst there cannot be any general reduction in residential and nursing fees, particularly given the imminent introduction of the national living wage, there is some scope to reduce some higher end fees, and to ensure that we are commissioning the right interventions for people. Good contract management disciplines will be applied to all categories of spend. Category management will be applied to ensure that all external spend in aligned to policy and strategy.

The review of non-care contracts, which is already underway, is seeking to ensure that all current and future spend is focussed on meeting priorities, with a particular focus on the provision of assistive equipment. Where possible spend will be curtailed and / or alternative models of delivery sought.

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	High
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Medium
Marriage and civil partnership	Medium
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Medium
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

The people who use these services are predominantly older people therefore any changes to the way services are currently commissioned may impact upon this group. Individuals may see their care delivered in a different way, or from a different provider.

It is acknowledged that these changes will have a disproportionate impact on women. This however, is due to the fact there are more women than men using the services that we commission for older people. The County Council commissions services for 22,000 people across the whole of Hampshire.

There are likely to be a number of positive impacts resulting from these proposals. In reviewing its purchasing of care and support services the County Council would seek to work with care providers to deliver services that are more based on individual's agreed outcomes. In doing this we would work with providers to move to a service model that would be person-centred and took into account the broader protected characteristics that people identify for themselves. Whilst most impact would be on age and disability, as detailed above, other positive impacts would accrue, for example outcomes may include consideration of sexuality or religion on the delivery of care and support. Additionally, if alternative services to traditional residential care, such as Extra Care housing, supported living or increased care at home, were to be extended, then this may allow couples to remain living at home together for longer.

This would impact current providers (private sector, not-for-profit companies and voluntary and charitable organisations) were contracts to be reviewed. This may have a disproportionate impact upon women as there are a greater number of women than men working in the care industry, particularly amongst those delivering frontline care. However, the County Council would seek to ensure stable contracts for care and support organisations, which would include a focus on the terms and conditions for staff.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Hampshire County Council

Name of project/proposal

T17 Older people's Day Care (A9)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

The purpose of reviewing the current provision of day care for older people is to reduce the budget for these services by a targeted £0.5m. The options for achieving this are currently under consideration, but will include re-negotiating the current contracts we have with other providers of day services.

A consultation on older peoples day care will be carried out later in the year.

Consultation

Has a consultation been carried out? Planned

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

A consultation on older people's day care is likely to be carried out later in the year.

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	Medium
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

An appraisal of the different options for the delivery of these services would need to be carried out and only then could the full impact of the proposals be understood.

Currently the County Council provide up to 450 day care sessions per week for older people in our in-house services and commission a further 1100 sessions from other providers. The people who currently use these day services either provided directly by the Council or commissioned by the Council are older people, many of whom also have some form of impairment or disability, therefore any changes to the way these services are currently commissioned may impact upon this group of people.

This could mean developing alternative models for delivering day care for older people and developing a wider range of alternative activities. For people who use day care services, this may mean that they receive a different type of

service, or it is provided by a different organisation. Alternative services could be made available to meet people's needs for daytime activities.

It is acknowledged that these changes will have a disproportionate impact on women. This however, is due to the fact there are more women than men using the services that we commission for older people. The County Council commissions day services across the whole of Hampshire, with no specific area being targeted by these proposals.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Hampshire County Council

Name of project/proposal

T17 Older People's Extra Care (A10)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

This proposal involves developing Extra-Care Housing for older people as an alternative to more traditional and institutional forms of care such as residential care. It is designed to achieve targeted savings of £1.3m after 2017 by placing people in Extra-Care Housing rather than residential care. This proposal does not envisage the closure of any of the County Council's residential care homes.

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	High
Disability	Medium
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Medium
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Medium
Rurality	Low
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

The key group of people who would benefit from a significant further development of Extra Care housing, would be older people. Extra-Care assisted living helps vulnerable people by bringing together housing, care and support in a home of their own, enabling people to remain independent for as long as possible. The impacts of these proposals are on the whole positive.

Many older people have physical impairments which may increase as they age. This means that their home environment can hamper their lifestyle (eg uneven floors, steps, insufficient space etc). All new Extra Care housing schemes would be both accessible and well designed for easy access throughout the building.

One of the key benefits of alternatives to residential care, such as Extra Care is that couples, particularly older couples are able to remain living together for longer. Traditionally, where one of the couple has a greater level of need than the other they become separated because one of them has to move into a residential care or nursing

home.

Typically, Registered Providers offer rented housing to people who are less well off and cannot afford private purchased options such as the more costly purely private developments which are open to those with greater financial resources. Any proposed Extra Care schemes aimed at either older people would be developed in conjunction with Registered Providers.

For older people these proposals would potentially allow them to have access to a wider range of services that would enable them to continue living independently for longer.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Name of project/proposal

T17 Contributions Policy (A11)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

This seeks to generate in the region of £2.8m targeted savings . The purpose of this is to renew the instances in which the County Council charges for Adult Social Care services in line with national guidance and practice.

Consultation

Has a consultation been carried out? Planned

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.

More detailed proposals will be brought forward for consultation later this year

Statutory considerations

Impact	
Age	High
Disability	High
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	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

People assessed as being able to, would be expected to pay the full cost of their care.

People who have their care delivered or arranged by Adult Services are mainly either elderly or have a disability. Therefore any changes to the contributions that people might make towards the cost of their care would have a disproportionate impact on these groups.

Currently approximately 11,250 people make a contribution towards the cost of their care; these options may see that number increase.

It is acknowledged that these changes will have a disproportionate impact on women and older people. This however, is due to the fact there are more women than men using the services that we commission for older people. The County Council commissions services for approximately 22,000 people across the whole of Hampshire, with no specific area being targeted.

Adult social care is means-tested; anyone with eligible care needs has a financial assessment, based on a nationally-set framework, which allows for some local discretion, to ensure that people only contribute what they can afford . Following this review, those people who are assessed as not being able to afford to pay anything towards their care according to the framework referred to above would continue to receive their care for free. These options may result in some people making a greater contribution towards the cost of their care than they currently do.

The service specific consultation will seek to determine the full impact on individuals.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Name of project/proposal

T17 Operating Model (A12)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

These proposals would see targeted savings to Adult Services' budget of £6.6m achieved by reducing the number of staff working for the department by 163 full time equivalent posts. These reductions can be made by better use of technology, re-structuring our current teams, and re-organising their activities to obtain an efficiency gain.

This could mean developing more efficient ways for staff to interact with the individuals who use Adult Services, where safe to do so. More contact could be carried out over the telephone, or online, reducing the need for face-to-face meetings and staff travel costs. People would be encouraged to self-serve more, using on-line resources to help them access local community services and resources. More information could be gathered upfront over the telephone and through clinic-based access. Home visits and clinics could be carried out by staff who are 'mobile' (i.e. not office-based).

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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	Medium
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	Medium
Other factors	None
If other please describe	

Geographical impact: All Hampshire

Have you identified any medium or high impact?* ☑ Yes ☐ No

Equality statement

People who have their care delivered or arranged by Adult Services are mainly either elderly or have a disability. Therefore the impacts of any changes to the way the department operates would be most keenly felt by these groups. Adult Services supports approximately 22,000 people through funded services and is contacted by the public approximately 160,000 times each year.

These people may find that the way in which they interact with Adult Services changes. It is likely that the department would offer fewer opportunities to receive face-to-face contact, with more initial work being done over

the telephone or electronically. Service directories and online accounts would mean individuals would be able to manage their care plans, direct payments and bills online.

There are a number of positive impacts of this proposal; on-line service, self service and increased service from Hantsdirect would see citizens receiving quicker responses and resolutions. This would also allow the department to focus social work resource where it is most needed.

People could also be redirected, or direct themselves, more often to community and voluntary organisations for advice, information and assistance.

People living in rural areas may be dependent upon public transport to access clinics. Public transport coverage can be poor in more rural parts of Hampshire. Should a decision be taken to offer more work to be done in clinics, rather than in people's own homes, then in the event that someone is unable to travel, a home visit would be arranged. It is also recognised that some people have less access to technology and/or communication difficulties. Arrangements will need to be put in place to ensure that their needs continue to be met, either by keeping available alternative channels or providing support to access services, such as advocacy.

The main potential impact would be on the frontline staff working for the department as well as staff working at the Council's contact centre. Around 780 adult services operational staff and 30 Hantsdirect staff may need to change the way that they work as part of these proposals. There is a higher proportion of women than men working in Adult Services' frontline services. It is acknowledged that this represents a clear gender bias, but one that is reflected in the Department's overall profile and this group is not being specifically targeted.

When rolling out any new technology or ways of working, then the potential impact these may have on the health and wellbeing of the staff would need to be taken into consideration.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment

Name of project/proposal

A13 Integration (Mental Health Aftercare)

Contact name	Steve Gowtridge
Department	Adult Services
Date to be published on Hantsweb	09 Sep 2015

Purpose for project/proposal

To deliver targeted savings of £0.6m by instigating the appropriate discharge from the legal duty to provide Aftercare services, at full cost to the County Council, for those people who no longer require support to maintain their mental health.

Consultation

Has a consultation been carried out? No

No consultation has been carried out on these specific proposals, 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.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact	
Age	Low
Disability	High
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
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

There are currently 1,800 service users with section 117 aftercare needs, of which 420 received Hampshire County Council funded care and might be affected by these changes.

These proposals will impact upon those people who have previously been detained under the Mental Health Act 1983 because of a mental health condition. Only those people assessed as no longer requiring support to maintain their mental health, or those requiring a lower level of support than they currently receive, would be impacted.

This proposal would address the costs related to aftercare for those people who are under Section 117 of the Mental Health Act 1983 and are therefore the financial responsibility of the local authority. This would be done in line with the existing policy by creating an environment where health and social care agencies work together to ensure that the chargeable elements of aftercare packages are clear and charged for and that timely reviews take place to remove people appropriately from the Section 117 at the earliest opportunity.

By reinforcing our agreed policy in this way, the County Council will ensure that we are not going beyond our legal duty to provide funded care for those in receipt of section 117 aftercare. In some cases, elements of the package of care may become chargeable where they are not required to meet aftercare needs. Such decision will only be made after an individual risk assessment.

Date to review actions	11 Mar 2016

Final decision date

Final decision date due	17 Sep 2015
Decision to be made by	Executive Member