

Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: In house activity coordinators
T21 Opportunity Reference: PH7 In house activity coordinators
Name of the accountable Officer: Helen Cruickshank/Jane Selvage
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Department:

Adults' Health and Children's Services
Care

Corporate
Services

Culture,
Communities and
Business Services

Economy,
Transport and
Environment

Date of assessment: 2/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

In 2018, there were 28.4 Whole Time Equivalent (WTE) activity coordinators in post across the in-house older people's care homes (around 41 staff members). They conduct a variety of activities with residents, either group based or one to one. Activity Coordinators arrange outings into the community, engage with local companies who contribute gifts to the residents such as fresh fruit. Activity coordinators also play a role in promoting good hydration and nutrition, falls and balance exercise. They support residents with meaningful conversations and occupation to improve wellbeing. The Public Health grant contributes £440k towards the cost of the posts providing these interventions. Strategic and operational management is within HCC Care services.

Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

Describe the proposed change, including how this may impact on service users or staff:

The proposed T21 change is that the Public Health grant would no longer contribute to fund the activity coordinators. Further work needs to be done to understand the impact, in terms of the number and demographics of people who are in contact with the activity coordinators and the range of activities and uptake. This would inform an options appraisal for future activity provision. If no alternative funding or model is put in place, this could negatively impact the residents of the care homes that currently interact with the activity coordinators and benefit from the activities they organise. It would also compromise the Care Quality Commission registration of each unit as activities coordination is a key element of personalised care.

Who does this impact assessment cover?

Service users

HCC staff (including partners)

Engagement and consultation

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Impact:	The activity coordinators are based in homes which provide care for older people therefore any changes would impact on this population. If the coordinator provision is removed entirely, there is a risk of older people having fewer opportunities to participate in social engagement and meaningful activities. This could negatively impact on their physical and mental health and wellbeing as well as the registration of the units making the service unsafe				
Mitigation:	A review would be undertaken to assess what is currently provided by the activity coordinators, how many people access their offer and the wider outcomes that they are contributing to. This stage is necessary to understand the extent to which the current model meets the needs of the older people and would inform future developments and mitigation. If a funding contribution for the activity coordinators is no longer available through the Public Health grant and a strategic decision is made that activity provision should continue, mitigating options would be explored including: Alternative funding sources. Arrangements with the voluntary and community sector.				
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Impact:	The in-house services provide care for an older population, and a significant proportion of the people affected will have physical disabilities, frailty and long term conditions including dementia, diabetes, respiratory and cardiac problems that impair their mobility and wellbeing.				
Mitigation:	As part of the review of the current activity coordinator provision, the needs of people with disabilities would be taken into account and used to inform the development of any future model.				
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact: There is a higher proportion of women than men in residential and nursing care therefore any impacts would disproportionately affect women.
Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:
Mitigation:**

Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Impact:

Mitigation:

If you have only identified neutral impacts, please state why:

Additional information

[Click here for guidance on any other factors to consider.](#)

Include any other brief information which you feel is pertinent to this assessment here:
(optional)

This is a proposal that needs to be scoped as part of T21, including what the needs are around activity provision and what alternative models can be developed which would mitigate the impacts. Therefore this is an early overview with more detailed proposals to be worked up. This EIA is written to assess the impact on service users, but the impacts on staff would also need to be considered if the current roles do not continue.