

Equality Impact Assessment

Full assessment form 2018

www.portsmouthccg.nhs.uk

www.portsmouth.gov.uk

Directorate:

Adult social care

Service, function:

Title of policy, service, function, project or strategy (new or old):

Closure of in-house care homes, re-purposing of one site to deliver Extra Care for older people with dementia, and repatriation of Harry Sotnick House

Type of policy, service, function, project or strategy:

- Existing
- New / proposed
- Changed

Lead officer

Angela Dryer - Deputy Director Adult Services

People involved with completing the EIA:

Angela Dryer; Marie Edwards - Service Manager;
Richard Webb - Finance Manager; Gina Perryman -
Access & Equality Adviser

Introductory information (Optional)

Step 1 - Make sure you have clear aims and objectives

What is the aim of your policy, service, function, project or strategy?

The aim of the strategy is to ensure that accommodation options available to older people with dementia in Portsmouth meet existing and future needs, giving appropriate and quality options within available resources.

To ensure that in-house care homes for older people with dementia, meet both the demographic requirements as well as meeting standards suitable for needs of people with dementia requiring residential care.

Who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?

In the short term the strategy will impact on people currently living within Edinburgh House, who will be required to move from their existing home. Placements will be sourced, with residents and family members that will be able to meet individual needs. People will be supported to move to their choice of home, in an agreed timescale.

Relatives and friend may be concerned about being able to visit their relatives/friends. Within the financial appraisal and as a requirement under the Care Act 2014, funding will be provided for travel costs to enable relationships to be maintained.

Staff, currently employed within Edinburgh House will be affected as the existing home will no longer exist. Evaluation of requires staffing levels and existing vacancies within Shearwater (which was built in 2011) indicate that there is unlikely to be a requirement to enforce redundancies. Within the financial appraisal funding has been included to provided additional funds for staff to cover travel costs for a period of up to 2 years.

For residents in Hilsea Lodge the timeframe for the home to close is October 2020. The same issues as for residents, families and staff in Edinburgh House may impact. Mitigation as per Edinburgh House has been included within the strategy. At this point in time, it is anticipated there will also be an opportunity for some staff to be employed at Harry Sotnick House, as this Nursing Home is due to be repatriated to PCC in April 2020

What outcomes do you want to achieve?

Successful move of existing residents to new fit for purpose care home with modern facilities.
Facilities will ensure Equality Act 2010 compliance
Staff will be redeployed within other care homes

What barriers are there to achieving these outcomes?

People having to leave their current home
Cost for visiting relatives
Staff having to leave their current place of employment
Additional travel costs for staff

Step 2 - Collecting your information

What existing information / data do you have? (Local or national data) look at population profiles, JSNA data, surveys and patient and customer public engagement activity locally that will inform your project, national studies and public engagement.

Portsmouth has a population of 212,000 people of which xxxx are older people over the age of 65. At the current time there are xx residential and nursing homes in Portsmouth for older people with dementia. Adult service commissions placements within the private sector and also owns and runs 3 residential homes for older people with dementia. PCC also owns Harry Sotnick House a 92 bedded nursing home which is currently run by Hampshire County Council.

Edinburgh House is the oldest in-house care home built 60 years ago; Hilsea Lodge is 40 years old. Neither of these home provide modern facilities and the physical environment impacts on who is able to be admitted. Shearwater was built and opened in 2011. It is a modern 60 bedded care home.

PCC funded placements for people with dementia in residential care homes were 114 (March 2016); 109 (March 2017); 110 March 2018 and 125 (September 2018)

For in-house placements the numbers have been as follows: 98 (March 2016); 94 (March 2017); 69 (March 2018) and 71 (September 2018)

Using your existing data, what does it tell you?

The available data tells us that the demand for residential care placements for people with dementia over the age of 65 has reduced since March 2016. Quality of PCC in-house residential homes was affected during 2017 and 2018, leading to 2 of the homes Shearwater (60 beds) and Hilsea Lodge (32 beds) not admitting people until summer 2018 due to being rated as Inadequate by the Care Quality Commission (CQC) following inspections in the later part of 2017. Despite a reduction in available in-house beds increased pressure in the private market was not seen. This indicates that closing Edinburgh House (30 beds) will not have a significant impact on the required in-house resources

Step 3 - Now you need to consult!

Who have you consulted with?

Due to the reasons stated above, this is an engagement not consultation exercise, as to deliver quality, sustainable care options going

If you haven't consulted yet please list who you are going to consult with

forward the care homes will be required to close in order to release land for development of extra care for people with dementia and to deliver required provision within available financial envelope.

Engagement will be undertaken with:
Residents, relatives, staff, Clinical Commissioning Group (CCG); GP's; Solent NHS Trust;

Please give examples of how you have or are going to consult with specific groups or communities e.g. meetings, surveys

Communications plan has been developed for residents, relatives and staff; Newsletters, face to face meetings; email point of contact;

Step 4 - What's the impact?

Is there an impact on some groups in the community? (think about race, gender, disability, age, gender reassignment, religion or belief, sexual orientation, sex, pregnancy and maternity, marriage or civil partnerships and other socially excluded communities or groups)

Generic information that covers all equality strands (Optional)

Ethnicity or race

Ethnicity or race will not be specifically affected by the proposal. People will be assessed and any placement will be required to meet individual needs.

Gender reassignment

No information specified

Age

Older people - new placements will meet individual need. Friends will be placed together wherever possible. Visits to new placements will be arranged and people given the opportunity to visit or more

than one occasion before any decision is taken. Once people move placements will be subject to a 28 review to ensure placement is suitable. Alternative placement will be sought if required. All decisions taken will fully involve residents/relatives/representatives.

Disability

Some of the residents will have levels of physical disability. Due to the existing physical environment of the care homes, the impact of moving to modern homes, meeting regulatory standards, good lighting and en-suite facilities will enable more independence for some people, as physical environment will be improved.

Religion or belief

No impact - religion / belief is a required regulatory standard and will be met irrespective of placement

Sexual orientation

No information specified

Sex

Within Edinburgh House the current breakdown by gender is xx Female / xx Male residents
Within Hilsea Lodge the current breakdown by gender is xx Female / xx Male residents
Within Shearwater the current breakdown by gender is xx Female / xx Male residents

Marriage or civil partnerships

Within the existing home there are no married couples or civic partnerships at the current time. However, couples have been accommodated previously and this would be considered based on needs of individuals

Pregnancy & maternity

Not relevant in relation to residents. For staff - they will be covered under employment law

Other socially excluded groups or communities

During assessment process in identifying future provision, friendships will be considered and friendships supported when identifying placements

Note: Other socially excluded groups, examples includes, Homeless, rough sleeper and unpaid carers. Many forms of exclusion are linked to financial disadvantage. How will this change affect people on low incomes, in financial crisis or living in areas of greater deprivation?

Health Impact

Have you referred to the Joint Needs Assessment (www.jsna.portsmouth.gov.uk) to identify any associated health and well-being needs?

Yes No

What are the health impacts, positive and / or negative? For example, is there a positive impact on enabling healthier lifestyles or promoting positive mental health? Could it prevent spread of infection or disease? Will it reduce any inequalities in health and well-being experienced by some localities, groups, ages etc? On the other hand, could it restrict opportunities for health and well-being?

Moving older people from care homes - risk of mortality. Reduced if move is planned
Improved physical environment improves physical and mental wellbeing and independence

Health inequalities are strongly associated with deprivation and income inequalities in the city. Have you referred to Portsmouth's Tackling Poverty Needs Assessment and strategy (available on the JSNA website above), which identifies those groups or geographical areas that are vulnerable to poverty? Does this have a disproportionately negative impact, on any of these groups and if so how? Are there any positive impacts?, if so what are they?

For more help on this element of tackling poverty and needs assessment contact Mark Sage: email:mark.sage@portsmouthcc.gov.uk

Not applicable - all residents are subject to financial assessment and pay the maximum assessed contribution set by national arrangements.

Self-funding full charge (which currently affects 4 residents across the 3 care homes) is the same in each of the 3 homes.

Step 5 - What are the differences?

Are any groups affected in a different way to others as a result of your policy, service, function, project or strategy?

Please summarise any potential impacts this will have on specific protected characteristics

N/A.

Does your policy, service, function, project or strategy either directly or indirectly discriminate?

Yes No

If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

Step 6 - Make a recommendation based on steps 2 - 5

If you are in a position to make a recommendation to change or introduce the policy, service, project or strategy clearly show how it was decided on and how any engagement shapes your recommendations.

The services change is subject to cabinet decision to close the care homes and re-purpose the Edinburgh House site for development of Extra Care for people with dementia.

Engagement following decision will shape how people are supported to move to their new home

What changes or benefits have been highlighted as a result of your consultation?

No changes / benefits - see above

If you are not in a position to go ahead what actions are you going to take?
(Please complete the fields below)

Action

Timescale

Responsible officer

How are you going to review the policy, service, project or strategy, how often and who will be responsible?

Step 7 - Now just publish your results

This EIA has been approved by:

Contact number:

Date:

PCC staff-Please email a copy of your completed EIA to the Equality and diversity team. We will contact you with any comments or queries about your preliminary EIA.
Telephone: 023 9283 4789, Email: equalities@portsmouthcc.gov.uk

CCG staff-Please email a copy of your completed EIA to the Equality lead who will contact you with any comments or queries about your full EIA. Email: sehccg.equalityanddiversity@nhs.net