

PART A - Initial Equality Screening Assessment

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 and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title		
Title: Financial Support for Older Peoples Residential Care Homes during the Covid-19 Pandemic		
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Commissioning	
Lead person: Karen Smith Strategic Commissioning Manager	Contact number: 01709 254870	
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening

Adult Care, Housing and Public Health are presenting a proposal to provide financial support to the care home market for older people, in response to Covid-19.

The aim of this Initial Equality Screening Assessment is to ensure that the residential care market providing care and support to older people receive the additional financial support in response to Covid-19, regardless of protected characteristics of residents. This will ensure that the care market will continue to be sustainable, financially viable and have the ability to deliver vital services to the most vulnerable residents, with the greatest and most complex needs.

Financial support will alleviate pressures in costs of increasing staffing through shielding sickness or self-isolation, greater use of agency staff, increased costs and usage of PPE equipment and other supplies.

The purpose of the Equality Analysis is to ensure that everyone's protected characteristics are considered.

A review of the Residential and Nursing Care Homes Independent Sector (Older People) carried out in 2019/20 shows that:

- 1,657 beds are provided by 33 independent sector care homes for older people
- 682 older people are currently being financially supported by Council which equates to 41% of the current bed base (Insight 27.4.20)
- 20% of residents are self-funders
- 14% Continuing Health Care (CHC) and out of borough placements
- 3% of beds are commissioned from the independent sector by the NHS for hospital discharge services
- 22% of beds are vacant (399 beds).
- NHS Capacity Tracker System (27.4.20) shows that there is a total of 399 vacant beds as follows:

Residential	167
Residential EMI	98
Nursing	82
Nursing EMI	52

The data above also shows that the care market is becoming less financially viable due to the higher than average bed occupancy rate which stood at 237 bed vacancy rate (14.3%) on 18.3.20.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	Yes	
Could the proposal affect service users?	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	Yes	
Have there been or likely to be any public concerns regarding the proposal?		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect the Council's workforce or employment practices?		No

If you have answered no to all the questions above, please explain the reason

Financial assistance to the care home market will provide a positive impact on accessibility of services to the community and supports residents, regardless of protected characteristics.

There is likely to be no public concerns around this proposal as financial assistance will provide a positive impact to residents living in care homes.

The Council's workforce is not affected by this proposal as this affects the independent sector care home market.

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

The additional financial support to the care home market will have a positive impact to the future delivery of services during/after Covid-19 and to continue to provide support predominantly for older people with disabilities/long-term conditions, regardless of their protected characteristics as follows:

- Around 1,209 residents are living in older people's care homes in Rotherham.
- Around 682 residents are financially supported by the Council
- Around 242 residents are self-funders
- Around 285 residents are financially supported by Continuing Health Care or from another Local Authority

- **Key findings**

The profile of customers accessing the service are:

Age: New admission data in 2019/20 shows that 3% are aged between 65 to 69 years, 6% aged 70 to 74 years, 16% aged 75 to 79 years, 20% aged 80 to 84 years, 28% aged 85 to 89 years, 17% aged 90 to 94 years and 10% aged 95 years and over. The average age of customers entering care is 85 years of age (LAS data)

Gender: 73% are female and 27% are male residents living in older people's care homes which is mainly attributable to the higher life expectancy of females. These types of services are available to all who meet eligibility criteria regardless of their Gender

Race: Rotherham's population aged 18 years and over comprises of 93.04% from a White British background in comparison to 6.96% of customers who are from a BME background (Census, 2011). Around 1% of the local population living in older people's care homes are from minority ethnic backgrounds. Therefore, customers from BME groups appear to be under-represented in this cohort.

Religion or Belief: These services are available to all who meet eligibility criteria regardless of their Religion or Belief.

Marital Status: These services are available to all who meet eligibility criteria regardless of their Marital Status.

Disability: The majority of residents accessing the services are aged 65 years and over and have been identified as having a disability or life limiting long-term condition.

Sexual Orientation: These services are available to all who meet eligibility criteria regardless of their Sexual Orientation. LAS data shows that 6% of residents are heterosexual, 43% don't know and 51% not recorded. This demonstrates a gap in officers routinely capturing the data.

Actions

- Report and Equality Analysis to go to Cabinet
- Letter to Care Homes with regard to financial support provided by Council, including request for completion of cost workbooks
- Revenue and Payments to pay all care homes on a weekly basis for the duration of Covid-19, for a minimum of 3 months
- Cost workbooks to be submitted from care home providers at the end of the Covid-19 pandemic period
- Analysis of cost workbooks to determine whether actual expenditure is higher than the advanced cash payment
- Decision to be reviewed at 3 months or sooner if Government issues new guidance

Date to scope and plan your Equality Analysis:	27 th April, 2020
Date to complete your Equality Analysis:	27 th April, 2020
Lead person for your Equality Analysis (Include name and job title):	Karen Smith, Strategic Commissioning Manager

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Nathan Atkinson	Assistant Director Strategic Commissioning Adult Care, Housing and Public Health	
Claire Smith	Head of Adults Commissioning (Joint Commissioning RCCG/RMBC)	27 th April 2020

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	27 th April, 2020
Report title and date	Financial Support for Care Homes for Older People during the Covid-19 Pandemic
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet decision to be taken on 11 May 2020 (report published on 4 May 2020)
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	04/05/2020