

Initial Equality Screening Assessment (Part A)

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.

Directorate: Finance and Customer Services	Service area: Finance
Lead person: Graham Saxton	Contact number: 01709 822034

1. Title:

Is this a:

☒ **Strategy / Policy**
☒ **Service / Function**
☐ **Other**

If other, please specify

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

The report provides an update to Cabinet on a number of finance matters primarily relating to the financial impact on the Council of the Covid-19 pandemic.

On 14th May the Minister for Care, Helen Whately, wrote to local authorities to announce an additional £600m of Government Funding to support providers through a new 'Infection Control Fund'. The fund is designed to support adult social care providers to reduce the rate of transmission in and between care homes and support wider workforce resilience. The fund was allocated to local authorities in addition to the funding already provided to support adult social care sector during the Covid-19 pandemic.

The allocation for Rotherham was £3,008,676 based on the total number of Care Quality Commission (CQC) registered care home beds in the borough as of May 2020 with an area cost adjustment applied by Government. Rotherham has 2,344

registered care home beds.

The Council has ensured that as per national guidance, 75% of allocated funding (£2,256,507) will be given to the 84 Care Quality Commission (CQC) registered care home establishments within the borough. This is regardless of whether the Council has a formal contract with the care home or not.

It is proposed that the remaining 25% of the allocated funding (£752,169) will be shared with all domiciliary care organisations registered with CQC and currently operating within the borough as per the option provided within the national guidance.

It is proposed that the allocation will be split between 30 organisations providing home care and support and 11 supported living providers.

The Council is in effect passporting 75% of the Government grant to care homes and allocating the remaining 25% for infection control measures to domiciliary care providers based on need. Given the urgency of the situation, the Council has decided to use a simple method for allocation of the grant which is most likely to meet the needs of those in receipt of adult social care support.

The aim of this Initial Equality Screening Assessment is to ensure that the adult social care home market receives the financial support, in accordance with the terms of the Government grant conditions. This is to proactively support infection control in response to Covid-19, regardless of protected characteristics of residents. This will ensure that the care home market will help prevent the spread of the virus, whilst continuing to be sustainable, financially viable and able to deliver vital services to the most vulnerable residents, with the greatest and most complex needs.

The Council will ensure that the grant is administered in accordance with the national guidance and that the providers awarded the grant can evidence that their expenditure relates to infection control measures and is in accordance with the grant conditions.

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, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	x	

Could the proposal affect service users?	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	x	
Have there been or likely to be any public concerns regarding the proposal?		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect the Council's workforce or employment practices?		x
If you have answered no to all the questions above, please explain the reason		
<p>Financial assistance to the care home and domiciliary care markets will provide a positive impact on accessibility of services to the community and supports residents, regardless of protected characteristics. The use of the monies for infection control proposes to mitigate the impact of Covid-19 is a positive intervention.</p> <p>There is likely to be no public concern around this proposal as financial assistance will provide a positive impact to residents living in care homes and in receipt of domiciliary care.</p> <p>The Council's workforce is not affected by this proposal as this affects the independent sector care home and domiciliary care markets.</p>		

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 prior to carrying out an **Equality Analysis**.

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 and use the prompts for guidance.

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

The purpose of the Equality Analysis is to ensure that everyone's protected characteristics are considered. Given that all of the services in scope are for people in receipt of adult social support, all recipients will have a disability.

The application of the Care Homes Infection Fund grant has implications for up to 2,344 residents of care home in the borough, supporting a range of people with adult social care needs including older people, people with physical disabilities, mental ill-health, learning disabilities and autism. Of this group, 1,657 beds are for older people aged over 65

years old, though currently c25% of these beds remain vacant.

The remaining 687 beds are predominately for people aged under 65 with a learning disability and/or autism or experiencing mental-ill health, though there will be a small number of people with a learning disability and/or autism aged over 65 years old and residing in these premises. Given that the grant covers all registered care homes in the borough and not just those contracted with the Council, it is not possible to provide specific details as to who is residing in all the beds, by protected characteristics.

The CQC registration for domiciliary care covers home care and support services, supported living and extra care provision.

The Council contracted home care and support services deliver support to 1,061 people aged over 65. 146 people with a physical disability are also supported by home care and support services. The Council supports 168 people with a learning disability and/or autism who reside in a supported living setting. However, as the grant covers all registered domiciliary care services in the borough and not just those contracted with the Council, it is not possible to provide specific details as to who is receiving support from all services, by protected characteristics.

- **Key findings**

Rapid distribution of this grant funding will support those with protected characteristics who are supported by the 30 organisations providing home care and support and 11 supported living providers.

The application of the Infection Control Fund in grant form to the care home and domiciliary care markets is a positive approach to support the care providers to invest in steps to reduce the levels of Covid-19 infections in the people they support

- **Actions**

The rapid distribution of this grant in the manner set out in this paper will support our duties towards those with such characteristics.

Given both the directions from Government as to how this fund should be used and the urgency of the need to distribute this grant funding and the potential impact of a failure to do so on those with protected characteristics, it is not proposed to complete a full equality analysis for this decision.

Date to scope and plan your Equality Analysis:	n/a
Date to complete your Equality Analysis:	n/a
Lead person for your Equality Analysis (Include name and job title):	n/a

5. Governance, ownership and approval

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

Name	Job title	Date
Graham Saxton	Assistant Director – Financial Services	29 May 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	29 May 2020
If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	