

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: Further Financial Support for Adult Social Care providers to mitigate the impact of the Covid-19 Pandemic

Directorate: Adult Care, Housing and Public Health

Service area: Strategic Commissioning

Lead person: Nathan Atkinson, Assistant Director Strategic Commissioning

Contact number:

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

The Council has been allocated two un-ringfenced grants totalling £16.2m from government to support the Council in meeting additional costs associated with its response to Covid-19 and a subsequent ring-fenced grant through the Infection Control Fund of £3,008,676 specifically for Adult Social Care.

Within the Secretary of State for Health and Social Care, Matt Hancock's grant letter issued on 19th March 2020 were specific requirements to support Adult Social Care

based on the guidance previously issued to local authority commissioners by the LGA, ADASS and the Care Provider Alliance. The Council has responded to the requirements set out by the Secretary of State's letter through Cabinet reports and Officer Executive Decision Records to financially support the Adult Social Care market in Rotherham. However, these measures have been time limited and are due to expire on 30th June 2020.

Lower numbers of reported Covid-19 infections and deaths have led the government to reduce the threat level from 4 to 3 with the virus no longer judged to be "high or exponentially rising". However, despite the welcome improvements nationally and locally in combatting the virus, this has not diminished the impacts on Adult Social Care providers who support the most vulnerable people in society. The people supported are in many cases at high risk should they contract Covid-19. In response to this, the Council proposes to extend the financial support measures to the Adult Social Care sector for a further 3-month period up until 30th September 2020.

The aim is to ensure that the proposed package of financial support for three of the main Adult Social Care sectors, Care Homes for Older People, Learning Disability Day Opportunities provision and Home Care and Support services are effective in mitigating the financial impacts of the Covid-19 pandemic. This purpose of this Initial Equality Screening Assessment is to ensure that this proposal has considered the impact on people with protected characteristics in receipt of these services to determine whether a full Equality Analysis is required.

Care Homes for Older People

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

- 1,666 beds are provided by 33 independent sector care homes for older people
- 611 older people are currently being financially supported by Council which equates to 37% of the current bed base (Insight 25.6.20)
- 20% of residents are self-funders
- 12% 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
- 28% of independent sector care beds are vacant (462 beds).
- NHS Capacity Tracker System (25.6.20) shows that there is a total of 462 vacant beds as follows:

Residential	156
Residential EMI	146
Nursing	99
Nursing EMI	61

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

rates (14.3%) on 18.3.20 prior to the Covid-19 pandemic taking hold.

Home Care and Support for Adults

The Council supports 1208 customers aged over 18 with 16,289 hours of directly commissioned home care and support per week. Approximately 10,700 hours are provided in the Borough by non-commissioned CQC registered services to approximately 680 people. The service provision has been impacted due to social distancing measures, people cancelling or reducing calls due to fear of contracting Covid-19 or furloughed family members taking over caring responsibilities. Staff capacity has remained stable over the Covid-19 period and none of the Providers (either commissioned or not) have reported their service becoming unstable due to staff capacity.

Under 65s Specialist Residential and Nursing Care, Supported Living and Day Opportunities

The Council supports 768 customers aged over 18 with a Learning Disability and/or Autism accessing 1382 placements/services. The services impacted by the on-going closure of Day Opportunities services in response to social distancing measures include Care Homes, Supported Living Day Opportunities building based/community provision and micro-enterprises. Services are either directly commissioned by the Council or indirectly commissioned through a Direct Payment. The Day Opportunity Services also support the respite needs for the Unpaid Carer(s) of people with disabilities, namely Learning Disabilities and/or Autism.

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		
N/A		

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 proposed 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.

The proposed additional financial support to Home Care and Support providers will also have a positive impact on the future delivery of services during/after Covid-19 and to continue to provide support predominantly for older people with disabilities/long-term conditions.

Day Opportunity services are specifically provided for people with disabilities or long-term health conditions, mainly Learning Disability and/or Autism.

There is a commitment within Rotherham to offer choice. This is enshrined within the Care Act 2014 and encompassed in the core principles of Valuing People (2001) and Valuing People Now (2009) for people with a Learning Disability. This promotes the rights of independence and social inclusion. The legislation and guidance reaffirm the principles of personalisation, the use of Personal Budgets and Direct Payments.

An Equality Analysis will provide an opportunity to consider in more detail the impact of the service changes and any necessary actions, taking into consideration all of the

Protected Characteristics under the Equality Act 2010.

Actions

The Equality Analysis includes an assessment of each Protected Characteristic
Collate data and analyse, identify any gaps

Consideration of the future monitoring of the impact of the change in service on communities/groups according to their protected characteristics

Date to scope and plan your Equality Analysis:	24 th June 2020
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Date to complete your Equality Analysis:	24 th June 2020
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Lead person for your Equality Analysis (Include name and job title):	Nathan Atkinson, Assistant Director Strategic Commissioning
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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	24 th June 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	24 th June 2020
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Report title and date	Further Financial Support for Adult Social Care providers to mitigate the impact of the Covid- 19 Pandemic
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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 13 th July 2020
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	26 th June 2020