

Durham County Council – Altogether Better equality impact assessment form

NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments.

You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

Section one: Description and initial screening

Section overview: this section provides an audit trail.

Service/team or section: Adults Wellbeing and Health. Commissioning Team

Lead Officer:

DCC

Commissioning Policy and Planning Officer (Older People)

Strategic Commissioning Manager (OP/PDSI/Carers)

NHS County Durham and Darlington

Project Manager

Joint Commissioning Manager (Older People)

Start date: 1st March 2010

Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)

Joint Commissioning Strategy for Intermediate Care 2010/13

Background and Context

Intermediate care services are a range of services provided jointly by social care and health that are free at the point of access, time limited and focus on short-term goals to promote faster recovery from illness, prevent unnecessary hospital admissions and maximise independent living. This strategy is focused on identifying the gaps and areas where intermediate care services are not currently available consistently across County Durham.

This means that some people may be able to access intermediate care services more easily in some localities within County Durham than others and that the services available between local areas also vary.

Aims

The development of the strategy has resulted in a clear joint vision for the future of intermediate care in County Durham which is:

To develop an equitable Countywide approach to intermediate care using the principles of world class commissioning to drive cost effective use of resources and maximise independence and quality of life for service users.

Key elements of the action plan include:

- Development of an equitable, person-centred Countywide model for intermediate care;
- Strengthened working practices and relationships with Specialist Community Health Services, Community Hospitals, the independent sector, housing and Practice Based Commissioners;
- Development of a single point of access (explore Countywide or for each locality);
- Exploration of links with Urgent Care;
- Development of Countywide domiciliary and re-ablement support for intermediate care;
- Review nursing support to intermediate care;
- Review Out of Hours service provision supporting intermediate care;
- Establish a clear, joint working approach with the Integration Project Board.

Operational Issues

The strategy makes reference to the fact that there will be some analysis of the use of existing resources and a need to move resources around to achieve consistency in the future.

Strategy Consultation Process

The draft strategy was consulted on over a 14 week period from 2nd November 2009 - 5th February 2010. The process included: email circulations of the documents, a proactive approach to seeking feedback from individuals and groups, articles in newsletters and the Northern Echo, the delivery of three consultation events open to both professionals and the public, publication of the consultation documents on both Durham County Council and NHS County Durham and Darlington websites and a number of meetings and presentations to groups and individuals.

Strategy Consultation Feedback

A total of 67 completed questionnaires and emails were received including those completed at the consultation events and 14 sets of meeting notes also made positive changes to the final strategy. 95 people attended the consultation events including a broad mix of health and social care representatives, social care and housing providers, service users, carers and members of the public and several representatives from the Area Action Partnerships.

The draft strategy was widely consulted and included the public, service users and carers of intermediate care services, a wide range of health and social care service providers, housing providers, health and social care professionals working within intermediate care and/or who have a specific interest in intermediate care services.

Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) – All the above organisations and groups of people listed above are considered the main stakeholders in developing

the final strategy.

The strategy has been developed with a number of key partners, overseen by a Steering Group including: NHS County Durham and Darlington; Durham County Council; County Durham and Darlington Community Health Services; County Durham and Darlington NHS Foundation Trust; and Tees Esk and Wear Valleys NHS Foundation Trust. The strategy has also benefited from input from some people who have experienced intermediate care services and their carers.

Is a copy of the subject attached? Yes - the final full version of the Joint Commissioning Strategy for Intermediate Care 2010/13, the Executive Summary and Action Plan (in a separate document) and the Consultation Report are all attached for information. An easy read version of the Executive Summary and Action Plan are in the process of development.

If not, where could it be viewed?

Initial screening

Prompts to help you:

Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?

Is there a potential positive impact on specific groups within these headings?

Indicate :Y = Yes, N = No, ?=Unsure

Gender	N	Disability	Y	Age	Y	Race/ethnicity	U	Religion or belief	U	Sexual orientation	U
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How will this support our commitment to promote equality and meet our legal responsibilities?

Reminder of our legal duties:

- Eliminating unlawful discrimination & harassment
- Promoting equality of opportunity
- Promoting good relations between people from different groups
- Promoting positive attitudes towards disabled people and taking account of someone's disability, even where that involves treating them more favourably than other people
- Involving people, particularly disabled people, in public life and decision making

What evidence do you have to support your findings?

Revising of the Care Quality Commission registration for the 7 residential care homes that provide residential intermediate care (residential rehabilitation) took place during the development of the strategy, broadening the age for access into the service from 55 and over to 18 and over.

In addition, the very nature of moving towards a Countywide approach will mean that intermediate care services will develop to enable fair access to intermediate care services regardless of where someone lives within County Durham.

Research has been undertaken as part of the strategy development that clearly identifies inconsistencies in the availability of intermediate care services and how Intermediate Care Teams are supported by wider specialist community health services across County Durham. These inconsistencies have developed due to differing local priorities, innovation and resources available in the past. The strategy identifies actions to make access and receipt of intermediate care services fairer for all and this would include the specific groups identified about as being part of the wider population that will benefit. The consultation process revealed broad support for the proposal to make access and availability of intermediate care services fairer for all adults aged 18 and over.

In addition, there are also gaps in the current services, particularly around making sure intermediate care services are accessible for people with mental health needs including those with dementia, and younger adults with a physical or learning disability. Actions are noted within the strategy action plan to address these gaps in the future and this direction is in line with national guidance (see Intermediate Care - Halfway Home, Department of Health, July 2009).

Decision: Proceed to full impact assessment – Yes Date: 1st March 2010

If you have answered 'No' you need to pass the completed form for approval & sign off.

Section two: Identifying impacts and evidence- Equality and Diversity

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.

	Identify the impact: does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
Gender	Unknown at present.	Comprehensive information on the gender of people currently accessing intermediate care is not available from all intermediate care teams. The strategy recognises the need to develop a full Performance Management Framework that is consistent for all intermediate care activity across the County and this will include the collation of information on gender.	To ensure that the gender of those accessing intermediate care is collated as part of the future Performance Management Framework.
Age	Reduce the gaps and making sure that there is fair access in terms of age for all adults aged 18 and over to all aspects of intermediate care services Countywide.	Broadening the age range for access to all intermediate care services to 18 and over in line with the Department of Health's guidance will increase the numbers of people eligible for intermediate care.	The current team structures supporting intermediate care services will be reviewed as part of the strategy implementation.
Disability	Reduce the gaps by making intermediate care services more inclusive for people with a primary mental health need including dementia and younger adults with a physical or learning	The department of health's guidance, 'Intermediate Care - Halfway Home, July 2009) advocates that intermediate care services should be accessible for people with a primary mental health need including dementia and for younger adults with a physical or	The strategy includes actions to make sure all staff within core Intermediate Care Teams are trained to understand the needs of people with mental health needs,

	disability.	learning disability.	develop care pathways with specialist mental health services and incrementally develop services to makes sure that they are appropriate to support the needs of someone with a mental health need or a younger adult with a physical or learning disability.
Race/Ethnicity	Unknown at present.	We know that some groups find it hard to access intermediate care and this has been referenced within the strategy e.g. members of the travelling community. In addition, comprehensive performance information is not consistently available for intermediate care services to audit access of intermediate care services by race and ethnicity.	To ensure that race and ethnicity is collated as part of the future Performance Management Framework.
Religion or belief	Unknown at present.	A key part of the 6 week review should include consideration of what services the individual may benefit from that may not require ongoing input from a social worker. These may include befriending, low level floating support, attendance at a range of local activities or community groups and efforts should be made to help the individual and/or their carer	Develop skills of existing Intermediate Care Teams to ensure all qualified staff can carry out initial assessments. Any other key gaps identified through the skills audit/needs assessment are incorporated into team training plans.

		make these links which could be vital in helping to maintain mental wellbeing prevent future carer breakdown, re-admission to intermediate care or long-term care/hospital.	
Sexual orientation	Unknown at present.	<p>A key part of the 6 week review should include consideration of what services the individual may benefit from that may not require ongoing input from a social worker.</p> <p>These may include befriending, low level floating support, attendance at a range of local activities or community groups and efforts should be made to help the individual and/or their carer make these links which could be vital in helping to maintain mental wellbeing prevent future carer breakdown, re-admission to intermediate care or long-term care/hospital.</p>	Develop skills of existing Intermediate Care Teams to ensure all qualified staff can carry out initial assessments. Any other key gaps identified through the skills audit/needs assessment are incorporated into team training plans.

How will this promote positive relationships between different communities?

The strategy seeks to promote fair use of resources and access to intermediate care services across County Durham. Currently localities have differing levels of resource, meaning that some areas benefit from a more comprehensive service, whilst others struggle with gaps.

Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.

- The strategy will result in a positive impact in terms of age and disability by broadening out the access criteria.
- There some gaps in the detailed knowledge and potential impact for some groups including race/ethnicity and gender.
- Some existing actions within the final Joint Commissioning Strategy for Intermediate Care 2010-13 will monitor the impact and will address existing gaps in data.

Action to be taken	Officer responsible	Target Date	In which plan will this action appear
Develop a consistent joint Performance Framework for intermediate care services Countywide	Intermediate Care Strategy Implementation Group	End Dec 2010	Action plan for Intermediate Care Strategy (action point 11.1)
Ensure consistent access to intermediate care services for adults aged 18 and above	Intermediate Care Strategy Implementation Group	End Sept 2010	Action plan for Intermediate Care Strategy (action point 4.1)
Review and clarify the current eligibility criteria to address the inclusion / exclusion of general hospital discharge and carer breakdown, and address the inclusion of people with mental health needs and younger adults with a physical or learning disability	Intermediate Care Strategy Implementation Group	End Sept 2010	Action plan for Intermediate Care Strategy (action point 4.2)
Monitor that eligibility criteria is being applied via the Performance Framework	Intermediate Care Strategy Implementation Group	TBC	Action plan for Intermediate Care Strategy (action point 4.5)

Develop skills of existing Intermediate Care Teams			Action plan for Intermediate Care Strategy (action point 7.3)
When will this assessment be reviewed?	Date: March 2011		
Are there any additional assessments that need to be undertaken in relation to this assessment?	Needs assessment to be undertaken, to establish volume and geographical location of intermediate care requirements Countywide. This will also help establish a service user profile.		
Lead officer - sign off:			Date:
Service equality representative - sign off:			Date:

Please email your completed Impact Assessment to the Equality team - equalities@durham.gov.uk.