

Agenda Item No: 11 – Appendix 1

Name of proposal/policy	Future of the dementia domiciliary care service - Olympus Care Services	Budget number (if applicable)	n/a
Service area responsible	NASS	Cabinet meeting date	13 th November 2018
Name of completing officer	Katie Brown	Date EqIA created	11 th October 2018
Approved by Director / Assistant Director	Anna Earnshaw	Date of approval	30 th October 2018

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘Due regard’ to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

NCC directly provides through Olympus Care Services the Specialist Dementia Domiciliary Service which supports customers with dementia in their own homes. There are 35 customers currently supported by the service, 33 are eligible for NCC funding and 2 are self-funders.

By supporting customers to live at home this reduces the need for more expensive care and support packages such as residential care.

Description of proposal under consideration/development

Due to the underutilisation and unit cost of the service plus the development (April 18) of a new commissioning framework for domiciliary care a request has been made to cabinet to consult on the future of the service specifically:

Whether the service should continue to be provided in house by NASS

Whether the customers should receive support from other commissioned providers

Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published)

There are currently 35 customers supported by the Specialist Dementia Domiciliary Care Service.

Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”

At the time of publishing the Cabinet paper and this EqlA, the exact profile of these customers has been established and careful consideration of individual circumstances have been taken into account to ensure that they are all contacted about the proposals and offered the opportunity to comment (see below for further work for an explanation of the consultation).

An updated EqlA will be published when the consultation has been completed and in time for the decision on the proposal by the NCC Cabinet in February.

However, with our understanding of the customers supported by the service, we know that all customers have a dementia, with a number living with more than one condition. There are 23 female customers and 12 male customers. All will be receiving support for conditions relating to dementia and memory cognition.

Tick the relevant box for each line	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age				✓
Disability				✓
Race & Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	
Human Rights (Please see articles in toolkit)			✓	
Other Groups (rural isolation, socio-economic exclusion etc)			✓	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>The analysis of the customer group and the nature of the support offered by the service means any changes to the service disproportionately affect people with dementia, disabilities and other health conditions who require support.</p> <p>The impact of age and disability is unsure but will be determined following the consultation.</p> <p>At this stage there is no reason to believe that this will have any impact other than neutral on protected characteristics, although this will be reviewed if the consultation suggests otherwise. It is acknowledged that any change is challenging for the customers affected and consultation and decision making, irrespective of the outcome will be conducted sensitively.</p>	<p>While we acknowledge that any change to the Specialist Dementia Domiciliary service relating to adult social care will disproportionately affect people with disabilities and health conditions, we believe that there are a number of reasons to support the change.</p> <p>The current service is significantly underutilised. NCC introduced a new framework for domiciliary care in April 2018 allowing for varied rates of pay dependent on need rather than a set fixed rate for all support. NCC's unit costs are such that the same support could be delivered more cost effectively by the provider market. It has been determined that the market does have the capacity to absorb the current packages but this would need to be done in a planned way.</p> <p>In order to understand what impact the introduction of any change might have on people with protected characteristics, the proposal will be consulted upon (see below).</p>

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

In order to seek views on the proposed introduction of service charges and to understand how this might affect customers, this proposal will form part of a wider consultation on the NCC's budget consultation for 18/19. The consultation will run for 8 weeks and comprise of 1:1 meetings with customers and their families and carers and the findings from the consultation will be considered by Cabinet in February 2019. If implemented, the process of finding alternative providers will start with the expectation that the process will be completed by 1st April 2019.

Customers will be informed individually about the consultation, its proposals and the timescales via a letter. The letter will give them the opportunity to have a 1:1 meeting, request a printed questionnaire, where necessary. Press releases regarding NCC's draft budget for 18/19 will be issued to all local media advertising the dates and locations of public meetings, and guidance regarding taking part in online consultation. The consultation will be published on the Council's Consultation Register and promoted via social media.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?
To be completed following the conclusion of the consultation	

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

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