

Equality Impact Assessment (EIA) Tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM):	Respite Provision
Budget booklet code (if applicable):	
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
Name of author (Assigned to Pentana):	Claire Labdon-West
Department:	Peoples
Director:	Katy Ball
Division:	Commissioning and Market Development
Contact details:	Claire.labdon-west@nottinghamcity.gov.uk
Strategic Budget EIA:	Yes/No
<u>Exempt from publication:</u>	Yes/No
Date decision due to be taken:	February 2023

Document Amendment Record

Version	Author	Date
1	Claire Labdon-West	9 th November 2022
2	Claire Labdon-West	10 th February 2023

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Nasreen Miah	Equality & Employability Consultant	10/11/2022
Rosey Donovan	Equality and Employability Consultant	15/02/2023

Glossary of Terms

Term	Description
Respite	In the context of this decision respite is an overnight provision for a short period of time (weekend, midweek or whole week) to give the citizen, carer and family members a break.
Liquid Logic	Adult Social Care computerised system for storing citizen information securely.
EIA	Equality Impact Assessment

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

There is currently a shortage of respite provision in Nottingham City and this is especially acute for citizens with a learning disability who may display behaviours which challenge. This has been the case for a significant period of time since the closure of an accommodation-based respite service in 2015.

The consequence of a lack of respite is that a number of citizens have not been able to access regular planned respite for a significant period of time. According to the Whole life Disability Team who work with this citizen group and have responsibility for sourcing respite placements, there are currently approximately 30 households who are at or near crisis point. This is based on feedback from citizens and their families and the teams knowledge of the citizen group. The team are of the view that there are an additional number of citizens who have respite hours commissioned who are waiting but not yet at risk of breakdown. These are households who are maintaining their current living arrangements but still have not been able to access the respite provision that they have an assessed need for. This can put a large amount of pressure on the household as a whole and ultimately could put these citizens at risk of carer breakdown which could lead to citizens requiring long term accommodation-based care.

This is an unsustainable position for Adult Social Care as citizens are unable to access a service for which they have an assessed need under the Care Act. The number of citizen complaints in relation to this has also increased.

An option has now been put forward by a provider of residential care, Jubilee Homes to utilise one of their new services which could provide 4 units of respite provision. This is a known provider to the Whole Life Disability Team and there is confidence that this service could provide a short-term solution to the respite crisis. The provider would be responsible for booking in the respite provision, liaising with families and transport to and from the service for day centre provision where required. The service is ready to open now with a staff team in place and could begin to accept citizens immediately. A number of families who have visited the service are very happy with this possibility and are keen to utilise the service. Referrals are currently being made by the Whole Life Disability Team and those who they know to be near to crisis point are being prioritised. However, it is the intention that all citizens who require respite will be considered for this provision.

The intention is to block purchase the beds for a 3-month initial period. This would allow the approach to be tested to ensure that this is able to offer a resolution to the respite service and that there is demand to fill the service at all times. This would mitigate much of the financial risk to authority if the demand is not as high as it was anticipated.

The initial 3-month arrangement will enable us to test the provision in terms of demand and ensure that the provision is delivering best value, particularly in terms of the level and quality of support available to citizens and their carers. In terms of cost the service is more expensive than the banded rate for residential homes so it is crucial that the service is able to operate at full capacity. A 3-month initial period will enable us to test this approach and determine whether there is ongoing demand in terms of bookings after citizens are invited for their initial stay.

There is an option to extend this for up to year (in total) and this extension would be subject to a separate decision-making process. During this extension period a review of the options for respite will be conducted which will consider potential solutions such as developing the service internally or whether it delivers better value for money to continue to commission this from the external market. Should the decision be to commission this externally, an open tender process would need to take place which would give other providers the opportunity to respond to the opportunity. When making this decision, citizens and their families will be consulted and in particular those who have been referred to Lilibet House.

The service would be closely monitored by Commissioning and the Whole Life Disability Team during this period. An update to this EIA will be completed at this time to inform the decision-making process. This will include any mitigations which are deemed necessary as part of that process.

Update 10th Feb 2023

The 12-week pilot period has been successful, and the utilisation of the service has been good and is currently increasing. The feedback from both citizens and their families has been positive and as a result it is recommended that the service continues for a full year up until Dec 2023.

All citizens who were at risk of crisis point have now been referred to the service and the majority have had an initial stay and have stays booked in over the coming months.

There are a small number of citizens who have been unable to access this service due to the physical environment not being suitable for their needs. An initial scoping exercise is taking place with colleagues from Nottinghamshire County Council and within the Integrated Care Board to look at the feasibility of commissioning a joint respite which can provide a more physically robust environment. Once this is completed, this EIA will be updated to reflect the outcome of the exercise and will detail any additional options.

During this extension, options for respite will be considered as set out above and this will be subject to a further decision-making process. This work will be timed so that there is no gap in service and citizens who are utilising Lilibet House will either continue to do so or will be supported to transition to the newly commissioned service should they wish.

1. b. Information used to analyse the equalities implications

Information contained within Liquid Logic regarding citizens who have an assessed need for respite provision has been used to identify the unmet need for a respite provision. There isn't an accurate reporting mechanism within Liquid Logic so this will be monitored with the provider during the initial 3-month period and will inform future decision making.

The citizens utilising the service provision will be monitored by the Commissioning Team through regular meetings with the provider. The citizens who have accepted the service will be monitored as well as those who have refused the provision. An exploration of refusal reasons will be carried out and will inform any decision to extend the provision beyond the initial 3-month period.

As part of the monitoring of this provision we will consult with the citizens and their families who have been offered this respite provision. The outcome of this will inform the further decision-making process.

Update Feb 2023

The initial monitoring has been completed and will continue a weekly basis to ensure that the service is meeting its objectives and citizens are able to access the provision. Feedback has been actively sought from citizens and their families and this has been positive, and the provision is valued. This will continue throughout the contract period and where any concerns arise relating to equality impacts, this EIA will be updated to reflect these.

As mentioned above there is still a gap in provision for citizens with environmental needs and this is being taken forward.

This monitoring will continue throughout the life of the contract (until Dec 2023) and

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
	People from different ethnic groups	X	X	X			
	Men			X			
	Women			X			
	Trans			X			
	Disabled people/ carers	X			The service will support citizens with a learning disability		Weekly monitoring meetings will continue to ensure that citizens who require this service are able to access this.

						Feb 23 This will continue throughout the contract to ensure that we are capturing where there are still gaps in provision. This will be used to inform future commissioning decisions.
	Pregnancy and maternity			X		
	Marriage/Civil Partnership			X		
	People of different faiths/ beliefs and those with none			X		
	Lesbian/ Gay/ Bisexual people			X		
	Older			X		

	Younger			X			
	Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>						

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The impact of this service is expected to be positive for citizens with a learning disability and their carers and families. Access to the service will be monitored through regular meetings with the provider to ensure that access and take up is equitable across all citizen groups. Where there are any concerns identified these will be addressed as part of the decision on whether to extend the provision beyond the initial 3-month period.

Update 10th Feb 2023

The impact on this service has been largely positive for the citizen group it was intended to support. Feedback from families has been positive and the provider has provided personal responses from family members who have used the service and found it of benefit to them.

Weekly monitoring meetings will continue until the end of the contract period (Dec 23). The views of citizens who have used the service and their families will inform the future commissioning decisions for respite provision.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.	No mitigation required at this point. Potential concerns will be identified through monitoring measures already identified.	Claire Labdon-West / Dawn Barrett	28 th February 2023	Review 10 th Feb 23 No concerns have been highlighted so no further action required at this point
Advance equality of opportunity between those who share a protected characteristic and those who don't	No mitigation required at this point. Potential concerns will be identified through monitoring measures already identified.	Claire Labdon-West / Dawn Barrett	28 th February 2023	Review 10 th Feb 23 No concerns have been highlighted

				so no further action required at this point
Foster good relations between those who share a protected characteristic and those who don't	No mitigation required at this point. Potential concerns will be identified through monitoring measures already identified.	Claire Labdon-West / Dawn Barrett	28 th February 2023	Review 10th Feb 23 No concerns have been highlighted so no further action required at this point
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details): Oliver Bolam, Head of Mental Health and Whole Life Disability, <u>oliver.bolam@nottinghamcity.gov.uk</u>	Date sent for advice: 13th February 2023
--	--

Approving Manager Signature: Oliver Bolam	Date of final approval: 28/02/2023
---	--

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk