

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA: Through the Night Service (TTN)

Department: Children and Adults

**Service Area: Adult Social Care Provision
(underline)**

Author (assigned to Covalent):

Name of Author: Paul Haigh

Director: Linda Sellers

Strategic Budget EIA Y/N (please

Brief description of proposal / policy / service being assessed:

Nottingham City Council currently provides a Through The Night (TTN) homecare service which is 50% funded by Better Care Funding (BCF) and 50% by Nottingham City Council (NCC). This service operates from 9pm until 7am daily and responds to short term and urgent referrals from Nottingham On Call, East Midlands Ambulance Service (EMAS), district nursing teams and variety of other sources. Visits are provided to respond to emergency one off calls preventing admission to hospital or residential care, or to provide emergency support following hospital discharge. The service is normally offered for a maximum of 3 days.

The annual cost of the service is £220.198 which represents a team of Care Worker Level 2 staff (3.57 FTE funded by BCF and 3.69 FTE funded by NCC).

On average the service receives 2 referrals per night to attend elderly or disabled citizens.

Information used to analyse the effects on equality:

Click once and type. Note any relevant consultation and who took part; refer to or hyperlink to document(s) if needed.

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>	<p><u>Staff</u></p> <p>The staff team of 7 are all female (100%) This is compared with the whole establishment female employees 88.83% of 120 employees within Social Care Reablement (SCR) (comparator service). Employee ethnicity within the TTN service is 85.71% White British, as compared with a whole establishment rate of 70%. TTN has a higher proportion of White British colleagues than the establishment as a whole and 14.29% BME colleagues compared to 23% within SCR). No employees within</p>	<ul style="list-style-type: none"> • There is currently an imbalance between the am and pm rotas within the Homecare service with the pm rota being short of care workers. Affected staff will be offered the available Care Worker level 2 posts as these are seen as alternative offers of employment. • Affected staff will be able to express an interest in pm Homecare service Care Worker level 2 vacancies which comprise of 2 x 17 hour post and 1 x 27 hour post during the 45 day staff consultation period
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	X		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input type="checkbox"/>	X		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>		
Older	<input type="checkbox"/>	X		
Younger	<input type="checkbox"/>	<input type="checkbox"/>		

<p>Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>	<input type="checkbox"/>	<input type="checkbox"/>	<p>the TTN service are recorded as having a disability, this is below the whole establishment average of 1.67%. There are 14.29% declared as heterosexual and 85.71% colleagues not declared regarding sexual orientation, this compares to 28.03% declaring as heterosexual within the whole establishment response rate where there were 60.83% left this monitoring question blank.</p> <p>73% of the TTN team are over 55 years of age, 1 staff member aged between 23 and 34 and another 1 is aged between 45 to 54 compared to 24% being over 55 years, 20% aged between 23 and 34 and 35.83% aged between 45 and 54 years of age in SCR.</p> <p>Specific Impacts on staff are likely to include:</p> <ul style="list-style-type: none"> • Being placed at risk of redundancy • Being made redundant • Changes to travel to work patterns as few jobs available through the night. • Changes in income <p><u>Citizens</u> – No EIA data is collected on the citizens referred to the service as the service is an immediate response service and only receives names and addresses for referrals. However it is known that the service exclusively responds to older people, disabled people and a very small number of under 65s at the end of life.</p> <ul style="list-style-type: none"> • The TTN service is predominantly used by older people and disabled people and its closure will adversely affect 	<p>(11.9.2017 to 23.10.2017)</p> <ul style="list-style-type: none"> • All affected staff will be given the opportunity to engage in group and 1-1 consultation meetings to support them through the process and help them achieve outcomes they want to achieve. At the initial face to face launch of consultation meeting this opportunity will be made explicit. • Options of support will also include signposting to alternative employment, continued employment in care, How to get support from PAM assist, individual stress risk assessments if requested. • Affected staff will be given the opportunity to have work trials in other homecare, day and residential settings to help them understand the roles in those settings in order to help them make informed decisions about jobs that may arise in those settings. This can be arranged to commence at the end of staff consultation – 23.10.2017. • If at the end of the consultation process staff are still at risk of redundancy then they will be supported by the redeployment process to seek alternative employment opportunities. This support will be offered by each staff members current line manager. • 95% of the work (referrals) the TTN team undertakes is in response to Nottingham City Homes (NCH) residents. • NCH have been made aware of the proposals to close the
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			<p>this specific group.</p> <ul style="list-style-type: none"> The average number of referrals received by the service is 2 per night. <p>Specific Impacts on citizens are likely to include:</p> <ul style="list-style-type: none"> Referrals to other service providers. Delays in responses to referrals resulting in citizens waiting for an appropriate intervention. Citizens may require other service providers i.e. ambulance crews to wait with them whilst other appropriate resources are called for i.e. G.Ps 	<p>TTN service and they will now re-assess the current citizens in their homes care packages and make the required adjustments i.e. introduce telecare packages.</p> <ul style="list-style-type: none"> Citizens may be referred to the alternative services provided in the CCG list.
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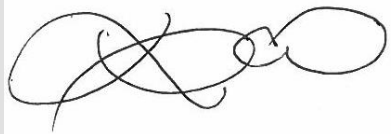
Outcome(s) of equality impact assessment:

- No major change needed
- Adjust the policy/proposal
- Adverse impact but continue X
- Stop and remove the policy/proposal

Arrangements for future monitoring of equality impact of this proposal / policy / service:

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

Approved by (manager signature):



Paul Haigh – Head of Adult Social

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Date sent to equality team for publishing:

19.9.2017

Send document or link to:
equalityanddiversityteam@nottinghamcity.gov.uk

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's

<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>

2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.