

## Equality Impact Assessment Form

[screentip-sectionA](#)

### 1. Document Control

#### 1. Control Details

Title:	Care Homes Commissioning Proposal
Author (assigned to Pentana):	Clare Gilbert
Director:	Katy Ball – Director of Commissioning and Procurement
Department:	Strategy & Resources
Service Area:	Strategic Commissioning
Contact details:	Clare.gilbert@nottinghamcity.gov.uk
Strategic Budget EIA: Y/N	N
Exempt from publication Y/N	N

#### 2. Document Amendment Record

Version	Author	Date	Approved
1.	Clare Gilbert	7/6/19	

#### 3. Contributors/Reviewers

Name	Position	Date
Lisa Lopez	Commissioning Manager	6/06/19
Adisa Djan	Equality lead	10/06/19

#### 4. Glossary of Terms

Term	Description
SCR	Strategic Commissioning Review
CCP	Nottinghamshire Clinical Commissioning Group
Nursing care	Provision where there are nurses on the premises 24 hours a day
Service specification	The section of the contract which specifies what the provider must do, and any specifications on how they must do it.
CPSC	Commissioning and Procurement Sub-Committee – the approval route for new contracts and services.

### [screentip-sectionB](#)

## 2. Assessment

### 1. Brief description of proposal / policy / service being assessed

A Joint Strategic Commissioning Review (SCR) has been undertaken into the provision of residential and nursing care homes. This work has been used to inform the development of a new service specification for the procurement of care homes for Nottingham’s most vulnerable citizens, where no other suitable options are available. The proposed new model reflects the approach of the Adult Social Care strategy, Better Lives, Better Outcomes, as well as reflecting the vision of the NHS Long Term Plan 2019. This supports people to live as independently as they can, and where formal care and support is needed, to retain and restore independence. This means that no one will live in residential or nursing care unless all other options are exhausted. For working age adults, care homes will no longer be seen as a home for life. Instead, alternative options will be looked at including care at home, Extra Care, and Supported Living options. This proposal meets the spirit and intent of the Public Sector Equality Duty that enables equality of opportunity and inclusion.

This approach also has implications for the expectations of care homes and how care is delivered. The new specification considers how Nottingham City Council and Nottinghamshire Clinical Commissioning Group will work with care homes to better support residents to live more independently where this is possible and appropriate.

This is a joint contract with Nottinghamshire Clinical Commissioning Group. It includes provision for older people, people with mental health problems, learning disabilities and autism as well as for those with long-term conditions or

drug and alcohol issues.

## [screentip-sectionC](#)

### 2. Information used to analyse the effects on equality:

An analytical report (Adult residential and nursing strategic commissioning review – Analytical report, author Caroline Keenan) was undertaken by Strategic Insight to support the commissioning review – [Adult resi and nursing SCR SI contribution.docx](#). The following studies are referenced in this report –

- Kingston, A., Wohland, P., Wittenberg, R., Robinson, L., Brayne, C., Matthews, F., & Jagger, C. (2017). Is late-life dependency increasing or not? A comparison of the Cognitive Function and Ageing Studies (CFAS). *Lancet*, 1676–84.
- Newton Europe. (2017). Nottingham City Council Adult Social Care Diagnostic Findings.
- Snell, T., Wittenberg, R., Fernandex, J.-L. M., Comas-Herrera, A., & King, D. (2011). Projections of Demand for Social Care and Disability Benefits for Younger Adults in England. Kent: Economics of Social and Health Care Research Unit.

Other information came from national Healthwatch reports on care homes –

[https://www.healthwatch.co.uk/sites/healthwatch.co.uk/files/20171117\\_-\\_whats\\_it\\_like\\_to\\_live\\_in\\_a\\_care\\_home.pdf](https://www.healthwatch.co.uk/sites/healthwatch.co.uk/files/20171117_-_whats_it_like_to_live_in_a_care_home.pdf) and <https://www.healthwatch.co.uk/news/2017-08-10/eight-signs-quality-care-care-homes> , and from a consultation report by Age UK Nottingham and Nottinghamshire on Nottingham City Care Homes –

[..\Analysis\Engagement\Citizen\nottingham city care homes report \(final v\).pdf](#)

As part of the review, a consultation has been undertaken with internal staff, the CCP, providers and other stakeholders. Citizens and carers identified ‘Greater Independence, Choice and Autonomy’ and ‘More Opportunity to Improve or maintain Health’ as their main priorities. These priorities were shared by carers, with a focus maintaining health being seen as more important.

**3. Impacts and Actions:**

<a href="#">screentip-sectionD</a>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
<b><u>Disabled people or carers.</u></b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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"/>
<b><u>Older</u></b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p><b>How different groups could be affected</b> (Summary of impacts)</p> <p style="text-align: right;"><a href="#">screentip-sectionE</a></p>	<p style="text-align: right;"><a href="#">screentip-sectionF</a></p> <p><b>Details of actions to reduce negative or increase positive impact</b> (or why action isn't possible)</p>
----------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Older adults, disabled people (particularly those with learning disabilities and/or mental health needs)**

In 2017, Nottingham City Council supported just over two thousand citizens in residential or nursing care. Of the citizens supported in this way, 18% receive support primarily due to a learning disability, 19% due to mental health, and 63% for other reasons (predominantly physical support reasons). The majority of residential and nursing care citizens supported for other reasons are aged 65 and older (approximately 1,000 citizens). Residents are predominantly White or White British – there are very low proportions of citizens of other ethnicities in residential or nursing care. There are slightly higher proportions of females than males in residential or nursing care, with the exception of mental health and learning disability residential care, where there are higher proportions of males.

Population studies that assessed change in demand for care homes (Kingston, et al., 2017), estimated that up to 52% of citizens in residential and nursing care could be more suited to a more independent package of care. Those citizens whose needs are best met in residential or nursing care are likely to benefit from the new care homes contract, which will require providers to move towards a more ‘enablement’ approach. This will mean that residents will be supported to live as independently as possible for them, within the care home setting. Depending on the needs of the individual resident, this could mean taking part in their own food preparation or room cleaning, or taking accompanied trips into their local community.

**1 Actions will need to be uploaded on Pentana.**

Project timeline -

- Engage with providers and key stakeholders – stakeholder event 27/06/2019 (Lead Clare Gilbert)
- Plan outcomes and quality measures June 2019 (Lead Clare Gilbert/Sharon Ribeiro)
- Include practitioners (operational teams) in service specification development March – July 2019 (Lead Bobby Lowen, Lisa Lopez)
- Paper to CPSC for approval 9/07/2019 (Lead Bobby Lowen, Lisa Lopez)
- Specification completed by end of 31/07/2019 (Lead Bobby Lowen, Lisa Lopez)
- Procurement takes place September – October 2019 (Lead Julie Herrod)
- Develop action plan for system changes outside of the specification requirements September – October 2019 (Lead Bobby Lowen, Lisa Lopez)
- Implement System Changes for new specification October 2019 – April 2020 (Lead Bobby Lowen)
- Procurement bids scored November 2019 (Lead Julie Herrod/Bobby Lowen)
- New contracts issued December 2019 (Lead Sharon Ribeiro)
- New contracts commence 1<sup>st</sup> April 2020 (Lead Bobby Lowen/Sharon Ribeiro)

Working age adults in residential care will particularly benefit as the care home will no longer be expected to be a long term home for these citizens. Instead, the care home will be expected to work with the citizen towards enablement, with a view to moving the citizen into accommodation which provides a level of independence appropriate to the citizen. Alternatives may include care at home, Extra Care, and Supported Living options.

Those residents who remain in care homes will also benefit from improved monitoring of outcomes and quality standards within the care homes. Care homes will be required to:

- Strengthen expectations around quality care, linked to a skilled and well supported workforce
- Have clear, person-centred plans and approaches which support residents to enable them to do things for themselves and where possible to develop and strengthen skills for independence
- Provide time-limited, medium term care for working-age adults, and to work with the citizen and their families to support the transition to community-based support
- Work with their local communities to bring benefits to both the lives of those living in the home and to the community
- Provide emergency placements where this is compatible with current residents

**4. Have you considered the impact of any change on the Citizen's experience? Work through the flowchart attached.**

Yes – see Section 3 above, and report to CPSC 11/07/2019 - [Care Homes Commissioning Proposal v4.doc](#)



EIA fLowchart  
Green.docx

**5. Outcome(s) of equality impact assessment:**

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

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

Nottingham City Council Contracting Team undertake annual reviews with residential homes and the CCP Quality monitoring team undertake annual reviews with nursing homes, against a set quality criteria. Where concerns are raised about quality or safeguarding issues within a home, additional visits will take place. Where there is a cause for concern, a Performance Improvement Plan is be put in place. Where there are significant concerns, the contract can be suspended or even terminated. Nottinghamshire Clinical Commissioning Group performance manage registered nursing homes.

**7. Approved by (manager signature) and Date sent to equality team for publishing:**

<p><b>Approving Manager:</b> The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel &amp; email to allow citizen/stakeholder feedback on proposals.</p>	<p><b>Date sent for scrutiny: 10/06/2019</b> Send document or Link to: <a href="mailto:equalityanddiversityteam@nottinghamcity.gov.uk">equalityanddiversityteam@nottinghamcity.gov.uk</a></p>
<p><b>SRO Approval:</b> Clare Gilbert Commissioning Lead – Adults Email: <a href="mailto:clare.gilbert@nottinghamcity.gov.uk">clare.gilbert@nottinghamcity.gov.uk</a> Tel: 0115 87 64811</p>	<p><b>Date of final approval: 20/06/19 Adisa Djan</b></p>

**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://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
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.