

Equality, Health Inequality Impact and Risk Assessment (EHIIRA)

Stage 2

Template for Services, Policies and Function

Title of Service / Policy / Function:

REDESIGN OF THORN HEYS HEALTH RESPITE



EQUALITY, HEALTH INEQUALITY IMPACT AND RISK ASSESSMENT – STAGE 2

Please complete all sections
Guidance documents available

Name of Organisation: Wirral Health and Care Commissioning (WHCC)

Assessment Lead: Norma Currie

Responsible Director/CCG Board Member for the assessment: Nesta Hawker

Who is involved in undertaking this assessment:

WHCC

CWP & Local Authority

Start date: 15/072021

Completed date: 15072021

Who is impacted by the service / project / change?

Yes

No

Indirectly / Possibly

Patients, Service Users

Y

Carers or Family

Y

General Public

N

Staff

Y

Partner Organisations

Y

Summary information of the service / policy / function being assessed:

This project concerns the redesign of the current service delivered by CWP in Thorn Heys, Oxton. This is a health respite (bed) service for adults with learning disabilities, their carers and families. This redesign is a change from the health care model (nurse led) to that of social care service delivery, in line with the needs of the client group identified. The redesign will also facilitate the re-investment of resources into intensive support service, providing sustainability.

Aims and objectives of service / policy / function:

This project will in effect end one type of service (health respite) and deliver a short break social care provider model (procured through Local Authority)

The part of the current funding will remain with CWP to deliver the intensive support service whilst the respite element will be procured by the local authority, using part funding from the current resource (50%) and part funded from the pooled budget.

If this assessment relates to a review / current service or policy, what are the main changes proposed and reason why:

Health respite unit – Thorn Heys, Oxton. The provision of this unit is currently part of the CWP contract (CCG contract).

What engagement work is planned / or carried out and how will you involve people from equality groups to ensure that their views inform decision making:

The stage one screening highlighted that the protected group (disability) would be, by the nature of the provision, potentially affected by the change in service provider. However, engagement and communication events (service users and family/carers) will aim to include them in all key stages of the project, including equality impact assessments during the life time of the project.

There will continue to be a process of public consultation and engagement. This includes face to face and individual discussions with the service user and their family.

Does the proposal change / help to reduce health inequalities? YES

If yes, please summarise these:

Access based on assessed needs

The project will address the health needs and access to health and social care services for the service users / family and carers

Does the proposal relate to impacts due to COVID-19? NO

If yes, please summarise these:

Evidence section

What evidence have you considered within this assessment? (this can include NICE / research / engagement work / demographics)

Engagement and communication events (service users and family/carers) will aim to include them in all key stages of the project, including equality impact assessments during the life time of the project.

There will continue to be a process of public consultation and engagement. This includes face to face and individual discussions with the service user and their family, liaising and working with the Carers Forum and also additional external key stakeholders as appropriate. Engagement/ communication

information and materials will be designed and delivered in an accessible format and in line with the Accessible Information Standard (2015)

**If this assessment relates to a policy / strategy, has an equality statement been added or planned to be added?
If no, please state why not:**

Yes / No

IMPACT ASSESSMENT:

This section should record any known or potential impacts on equality groups and other groups at risk of poorer health outcomes. Impacts may be both negative and positive. Think about barriers to access and how different groups may be disproportionately impacted. You can copy and paste this tick: ✓

Age	Positive effect	Negative effect	Neutral
	✓		

Explanation:

Service users and families are supported with access to regular or one-off short breaks in an individualized way to help them cope with ongoing demands of providing care and support. Short breaks also provide an opportunity for the individual concerned to access specialist support have new experiences and develop new skills. Additionally they can be used in times of crisis or potential crisis as a place where people can go for a short period. Instead of going into a hospital setting, people can have 'time out' in a safe environment to help to dissipate developing tensions and frustrations. This service will be aimed at anyone over the age of 18 years old (adult service).

Disability	Positive effect	Negative effect	Neutral
	✓		

Explanation:

This will be needs assessed as part of the service model, including an evaluation of the ability of the client and the level of support required

Service users and families are supported with access to regular or one-off short breaks in an individualized way to help them cope with ongoing demands of providing care and support. Short breaks also provide an opportunity for the individual concerned to access specialist support have new experiences and develop new skills. Additionally they can be used in times of crisis or potential crisis

as a place where people can go for a short period. Instead of going into a hospital setting, people can have 'time out' in a safe environment to help to dissipate developing tensions and frustrations.

Sexual Orientation	Positive effect	Negative effect	Neutral
			✓

Explanation:
Data is collected and considered for all these protected characteristics as part of the referral, assessment and intervention/treatment process. Any subsequent plans and interventions will therefore take into the specific needs of the individual

Gender Reassignment	Positive effect	Negative effect	Neutral
			✓

Explanation:
Data is collected and considered for all these protected characteristics as part of the referral, assessment and intervention/treatment process. Any subsequent plans and interventions will therefore take into the specific needs of the individual

Sex	Positive effect	Negative effect	Neutral
			✓

Explanation:
Data is collected and considered for all these protected characteristics as part of the referral, assessment and intervention/treatment process. Any subsequent plans and interventions will therefore take into the specific needs of the individual

Privacy regarding gender will also be taken into consideration and provided.

Race	Positive effect	Negative effect	Neutral
			✓

Explanation:
Data is collected and considered for all these protected characteristics as part of the referral, assessment and intervention/treatment process. Any subsequent plans and interventions will therefore take into the specific needs of the individual

Religion and Belief	Positive effect	Negative effect	Neutral
			✓
<p>Explanation:</p> <p>Data is collected and considered for all these protected characteristics as part of the referral, assessment and intervention/treatment process. Any subsequent plans and interventions will therefore take into the specific needs of the individual</p>			
Pregnancy and Maternity	Positive effect	Negative effect	Neutral
	✓		
<p>Explanation:</p> <p>Anyone who requires this service and is pregnant would have risk assessment undertaken to establish any specific requirements for their stay.</p>			
Marriage and Civil Partnership	Positive effect	Negative effect	Neutral
			✓
<p>Explanation:</p> <p>No impact identified</p>			
Other groups at risk of poorer health outcomes:			
Carers	Positive effect	Negative effect	Neutral
	✓		
<p>Explanation:</p> <p>The aim of this redesign and the service outline aims to facilitate the continuation of the service whilst limiting the impact of the change (for example non-charging of service)</p> <p>Service users and families are supported with access to regular or one-off short breaks in an individualized way to help them cope with ongoing demands of providing care and support. Short breaks also provide an opportunity for the individual concerned to access specialist support have new experiences and develop new skills. Additionally they can be used in times of crisis or potential crisis as a place where people can go for a short period. Instead of going into a hospital setting, people can have 'time out' in a safe environment to help to dissipate developing tensions and frustrations.</p>			
Socio-economic deprivation	Positive effect	Negative effect	Neutral
			✓
<p>Explanation:</p>			

<p>The service will be open to all communities. Please see above regarding positive impact proposed</p> <p>Will any charge be introduced that may create a barrier to accessing the facility? If so, how will this be minimised and addressed? This would be a local authority decision</p>			
Other groups e.g. Asylum Seekers, Homeless, Sex Workers, Military Veterans, Rural communities – please state	Positive effect	Negative effect	Neutral
			✓
<p>Explanation:</p> <p>Particular factors which may mean that the client is considered vulnerable will be assessed and appropriate action taken. This includes adhering to and proactively applying the safeguarding systems in operation in Wirral</p>			
Equality Legal Duties – compliance			
<p>Has the CCG given due regard and given consideration for the following:</p>			
Eliminating unlawful discrimination, harassment, and victimisation <i>Unlawful discrimination takes place when people are treated 'less favourably' as a result of having a protected characteristic</i>			Yes
Advancing equality of opportunity between people who share a protected characteristic and those who do not <i>Making sure that people are treated fairly and given equal access to opportunities and resources</i>			Yes
Fostering good relations between people who share a protected characteristic and those who do not <i>Creating a cohesive and inclusive environment for all by tackling prejudice and promoting understanding of difference</i>			Yes
Are there any potential Human Rights concerns If yes – please seek advice from the E&I team to discuss carrying out specific human rights assessment			No
Compliance to the NHS Contract In relation to Service Conditions (SC13) which includes Accessible Information Standard			Yes
Supporting narrative to support the above responses: <i>This section must be completed</i>			
<p>Person-centered approach/outcomes</p> <p>Through our consultation process and equality of opportunity</p> <p>Access based on assessed needs</p>			

Equality Related Risk Assessment Section

If you have identified an equality risk, please use the table below to work out the risk score. If you have a score of 9 and above you should escalate to risk management procedures.

Level of consequence	Level of risk				
	RARE: 1	UNLIKELY: 2	POSSIBLE: 3	LIKELY: 4	VERY LIKELY:5
1.Negligible	1	2	3	4	5
2.Minor	2	4	6	8	10
3.Moderate	3	6	9	12	15
4.Major	4	8	12	16	20
4.Catastrophic	5	10	15	20	25

If you have identified an equality risk:
 What is the consequence?
 What is the likelihood?
 Risk score = consequence x likelihood

2 negligible and unlikely, as until engagement has been completed there could be a possibility.

Any narrative relating to risk score:
 Why you think the risk score is proportionate
 negligible and unlikely, as until engagement has been completed there could be a possibility.

Equality Action Plan with target dates

Please include any related recommendations arising from this assessment. A target date is required for all actions

Action required	Lead person	Target date	Further comments
Review EIA post engagement with families and service users	? Not sure if that is me or CWP?	?	
Clarify the service policy on pregnancy	NC		

Date for this assessment to be shared with governance processes: **DD/MM/YYYY**
 (All assessments should have governance oversight)

Final Section: Approval from Equality and Inclusion Team

Date received by E&I Team for assurance check: 15/07/2021/ 19/07/2021

Person completing the assessment template: Norma Currie

Date and E&I Team member completing assurance check: Nicola Griffiths 15/07/21 initial review. 19/07/2021 further review. 20/7/2021 updated. Final review 30/07/2021

What next?

1. Regularly review the action plan and update EHIRA accordingly
2. Save a finalised copy for your records and share with your governance processes and the E&I Team / E&I Business Partner
3. Follow any internal advice from the E&I Team – if provided

