

# Equality Impact Assessment – Residential and Nursing

## Section 1:

**EIA lead Officer:** Glyn Morgan

**Email address:** glynmorgan@wirral.gov.uk

**Head of Section:** Jacqui Evans

**Chief Officer:** Graham Hodkinson

**Directorate:** Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

**Date:** 28 April 2016

## Section 2: What Council proposal is being assessed?

Proposed fees to be paid by the Council to independent sector residential and nursing homes.

**Section 2a:** Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

**Yes / ~~No~~** If 'yes' please state which meeting and what date

Cabinet - June 2016

**Families & Well-Being** (Adult Social Services, Children & Young People, Sport & Recreation)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2014/families>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services** – The aim of the fee setting process is to ensure there are sufficient places available to accommodate demand and choice to meet the needs of people assessed as requiring residential or nursing care in Wirral.
- The workforce**
- Communities**
- Other** (Providers)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

**Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?**

**You may also want to consider socio-economic status of individuals.**

**Please list in the table below and include actions required to mitigate any potential negative impact.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
Older people and disabled	<p><b>Positive</b></p> <p>The proposals being considered represent an increase in the contribution paid by DASS for all fees and therefore represent continued additional investment in market by the Council.</p> <p>The proposal establishes clearly the usual terms and conditions of the Council with a single set of fees so that service users, their families and home owners understand the market.</p> <p>The proposed increase in fees could make the provision of respite for people with residential needs more attractive to home owners.</p>	<p>Review of costs supplied by providers.</p> <p>Consultation with providers</p> <p>Communication – providers have been kept informed along the way.</p> <p>Monitoring of the market to consider top ups being paid</p> <p>Homes have to comply with CQC.</p> <p>Regular checks are carried out by Council staff on the quality being provided.</p>	Jacqui Evans	Immediate	None

	<p>Nursing Homes receive an additional FNC payment, this rate is currently £112.00 per week.</p> <p>Increases in fees could increase the number of beds available to the Council for those in need of residential and nursing care with and without dementia.</p> <p>Cost model being used provides transparency to the market.</p> <p><b>Negative</b></p> <p>Providers may consider rise to not be reasonable, given the Councils have an additional 2% of funding from Council ratepayers.</p> <p>Top Ups may become more prevalent in the market place and providers may use this method to receive higher fees for the service being provided.</p> <p>Homes may be at a greater risk of closure as rates paid do not keep up with the cost of running a care home.</p> <p>Quality of care may suffer because of squeeze on price.</p> <p>Homes may choose to terminate the residency of service users that are council funded. Reasons for taking this action may</p>	<p>Consideration of vacancies – ensuring sufficient beds in the market place.</p> <p>Considering incentivising the EMI marketplace.</p>			
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	<p>include a preference to accommodate private clients only at a higher fee or the absence or default of a third party contribution. We have no evidence that this has occurred in practice.</p> <p>Council may be required to assist service users to choose alternative accommodation. Moving individuals can be detrimental to the health and wellbeing of the individual</p> <p>Concerns about choice at the contract price being offered for EMI</p>				

**Section 4a: Where and how will the above actions be monitored?**

DASS will monitor providers and service users and ensure care is being provided at council usual rate.

Actively managing the provider top up market for service users will assist in the process.

Review of vacant bed spaces to ensure sufficient capacity at Council rates.

Review of the quality of care is carried out by CQC as well as the Council.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

Negative impacts are included.

**Section 5: What research / data / information have you used in support of this process?**

Similar exercises have been carried out previously. This exercise was carried out in 2014/15.

Benchmarking has been carried out with other authorities in the North West.

Consultation with providers, providers have supplied their own unverified data into the process.

Capita have been employed to bring their expertise to the market place and bring experiences of other authorities that have gone through similar processes.

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes / ~~No~~** – (please delete as appropriate)

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:**

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

## **Section 7: How will consultation take place and by when?**

### **Home Owner Consultation**

Consultation commenced in March 2016 with an end date of 11 May 2016

The Council has implemented a rolling programme of Care Home Provider engagements and this has taken a number of forms involving seeking direct input from Care Home Providers, responding to enquiries and dedicated Provider Forum meetings. The process of consultation has endeavoured to distil and apply learning from previous experiences relating to Fee Setting. This recognises that this work has been continuous in nature given the need to determine Fee levels on an annual basis.

Service Users and their families have not been consulted with as it is felt this would not be appropriate. Fees are offered to potential providers of care, if care homes that have Council placed service users refuse the fee then arrangements will be made to review the requirements of the service user potentially being moved.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

## **Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**