

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

COMMISSIONING OF ENHANCED CARE HOME SERVICES FOR PEOPLE WITH DEMENTIA

SECTION 1 – INTRODUCTION

This EqIAA explores equalities issues relating to the commissioning of care home beds with nursing for people with dementia who are exhibiting complex behaviours with the aim to reduce delays in transfers of care from hospital to a care home.

SECTION 2 –RESEARCH AND CONSULTATION

Research

The brokerage team report delays in obtaining suitable placements for people with dementia who need care home services. While figures from public health England report a significant difference in the number of dementia nursing care home beds available per head of population aged 65+ this gives service providers choice in who they select to access beds in their care homes. Undertaking the research for this EIAA has identified a requirement to identify and monitor equalities with any associated delays in obtaining service.

Consultation

The research and consultation information collected shows:-

1. Race was identified as an important.

Language - The ability to communicate in an extremely important consideration for example with dementia a service user may revert to their first language,

Food and Diet – the Council will also take into account the care home has the ability to meet food and dietary requirements associated with cultural needs.

Cultural Traditions – consideration will be given to the care home's ability to respect and assist the service user in observing any cultural traditions.

Dress – The care home has the ability to respect and understand the person's need for cultural requirements in respect of dress.

Religion or Belief – consideration will be given to the religious requirements of the service user and these can continue to be observed.

2. Disability and Age were identified as an important. It is important to consider the age and frailty mix of the care home.

3. Sex was identified as important particularly in relation to males who can be more likely to present challenging behaviours with respect to aggression and sexually inappropriate behaviours.

SECTION 3 - IDENTIFICATION & ANALYSIS OF EQUALITIES ISSUES AND IMPACTS

In respect of mitigating the issues in Section 2, Commissioners will ensure that the issues raised in will be fully included in tender information and will ask potential providers to demonstrate their capabilities and skills to respond and meet needs. This will form part of the assessment of tender documents.

SECTION 4 - EqIAA OUTCOME

State one of the following outcomes and why it has been selected:

Outcome	Response	Reason(s) and Justification
Outcome 1: No major change required.	<input type="checkbox"/>	
Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.	<input checked="" type="checkbox"/>	We will adjust our tender process to take account of issues raised in Section 2. We will develop a program to collect equalities data for services.
Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<input type="checkbox"/>	
Outcome 4: Stop and rethink.	<input type="checkbox"/>	

SECTION 5 - ACTIONS TO BE TAKEN AS A RESULT OF THIS EqIAA

We will conduct an assessment of bids to ensure the successful provider can provide services in line with Section 2.

A service user survey is planned for Spring 2018, the questions asked should include an analysis of the issues identified in Section 2, which will be repeated annually.

It has also been agreed that there will be an annual report, using data recorded on SWIFT, which will be used for equalities monitoring.

SECTION 6 - EVIDENCE INFORMING THIS EqIAA

While recent referrals indicate delays securing beds for people with dementia, it has been identified that equalities data is not being collected. Information management has agreed to develop a programme in order to do this.

This assessment was also informed by discussions with care home providers in South Gloucestershire, NHS Commissioner Paul Frisby; Jon Pink, Senior Practitioner from Avon & Wiltshire Partnerships; SGC Commissioner for Dementia Sue Jaques; Service Managers, Kenny Braidwood and Rebecca Harrold; Corporate Equalities Officer Daniel Wood; Nigel Grant, Team Manager Business Process Analyst.

The Assessment will be reviewed in 6 months when the program has been written and there is data to analyse.

Signed by officer responsible for the service/function/issue under consideration. This work has been carried out correctly and accurately:	
Job Title:	Commissioning Manager
Date:	28/11/17