

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated April 2019)

Development of Locality Care and Support Hubs

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk.

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھیے۔



Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Health and Adult Services
Lead Officer and contact details	Mike Rudd Michael.rudd@northyorks.gov.uk 01609 535347
Names and roles of other people involved in carrying out the EIA	N/A
How will you pay due regard? e.g. working group, individual officer	Lead officer Transformation project group

When did the due regard process start?	01/01/2021

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

Conversion of existing in house Elderly People's Home (EPH) facilities at Silver Birches in Filey and Ashfield in Skipton, into locality Care and Support Hubs – multi-purpose facilities with a range of short and long term care options designed to prevent hospital admissions or support people in returning home rather than entering long term care.

The report top Executive dated 31st August 2021 also proposes further work be done to determine future uses for Neville House in Gargrave. Depending on the outcome of this review a further EIA will be completed to identify issues dependent on the recommendations.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

The proposal is based on evidence from Station View which is a setting with a similar remit to that proposed for Silver Birches and Ashfield. The experience of Station View shows that the model of care and support proposed is highly effective in preventing admission and supporting people to return home.

By providing a flexible model of care and support in localities HAS will be able to support people to remain independent within their own communities for as long as possible.

This project also forms part of the Extra Care programme where the development of Extra Care is linked to the replacement of an associated EPH where one exists in close proximity to the new development. There are significant savings associated with this programme which this proposal will support. Full financial details are set out in the project business case.

Section 3. What will change? What will be different for customers and/or staff?

Ashfield and Silver Birches EPHs will be transformed from traditional residential care homes into locality care and support hubs – settings with a range of short and long term beds driven by need in the locality.

Long term Care and Support will be provided through new Extra Care developments at Skipton and Filey.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

The model is based on developments at Station View in Harrogate which have seen hub model implemented with great success in terms of supporting people to remain independent by reducing or delaying the need for long term care and support.

Staff teams and management at Silver Birches and Ashfield have been engaged in the development of the proposal to ensure it is deliverable and reflects local need. Existing residents have been offered the option of moving to new Extra Care schemes in Skipton and Filey with the benefits of Extra Care explained to residents and their families.

Should approval be given by Executive in August 2021, further engagement with staff and residents and their families will be undertaken as the model is further developed and implemented.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

Evidence from Station View indicates that developing a local hub with a preventative focus will reduce or delay the need for long term care and as such reduce the ongoing costs both to NYCC and the wider health and care system.

The proposal forms part of the overall Extra Care replacement programme and as such will save a £485,000 in line with MTFS requirements.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age		X		This service will be focussed on the prevention and / or delay of people needing long term care and support services which is a better outcome for the individual. Based on long term trends in service use this will predominantly be older people or those with a physical disability.
Disability		X		This service will be focussed on the prevention and / or delay of people needing long term care and support services which is a better outcome for the individual.

				Based on long term trends in service use this will predominantly be older people or those with a physical disability.
Sex	X			
Race	X			
Gender reassignment	X			
Sexual orientation				
Religion or belief	X			
Pregnancy or maternity	X			
Marriage or civil partnership	X			

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?	X			
...have a low income?	X			
...are carers (unpaid family or friend)?		X		The hubs will provide a range of short stay options including short breaks and respite, providing additional capacity for carers to take a break.

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	
Craven district	X
Hambleton district	
Harrogate district	

Richmondshire district	
Ryedale district	
Scarborough district	X
Selby district	
If you have ticked one or more districts, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	
Filey and Craven will be most directly impacted as the locations of the EPHs, however each will support people from a wider area.	

<p>Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.</p> <p>The proposal will likely most effect older women, however this is a reflection of the overall demographic usage of HAS services rather than as a direct result of the proposal itself.</p>
--

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	X
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.)	
The proposal will improve access to short term, preventative care and support options which will enable people to remain at home and in their own communities for longer.	

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

The transformation project will be reviewed over an initial two year period to ensure operational effectiveness and value for money. The project will be overseen by the Healthy People, Healthy Places and Strategic Market Development Boards.

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements
Updates to HP2 and Market Development Board	Service Development / Provider Services	Quarterly	Ongoing	Via Healthy People, Healthy Places and Market Development Boards
Review of operating model	Service Development / Provider Services	April 2023		Via Healthy People, Healthy Places and Market Development Boards

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The proposal to develop locality Care and Support hubs will increase the range of care and support available to keep people living independently in their own homes and communities.

Developments such as these are of particular benefit to older people and people with physical disabilities as these groups are most likely to access these services.

Section 14. Sign off section

This full EIA was completed by:

Name: Mike Rudd

Job title: Head of Housing, Technology & Sustainability

Directorate: HAS

Signature: *M. Rudd*

Completion date: 29/07/2021

Authorised by relevant Assistant Director (signature):



Date: 18th August 2021