

EQUALITIES IMPACT ASSESSMENT 2024/25 - SOCIAL CARE AND PUBLIC HEALTH SAVINGS AND INVESTMENT PROPOSALS

Social Care Savings Proposals

Review care costs with NHS Continuing Health Criteria (CHC) as people with very high needs are discharged from hospital – savings proposal of £0.200m

This proposal has a **neutral** impact on our residents that share protected characteristics as CHC can apply to any resident across health and social care where every individual receives the same level of access to social care and medical help regardless of their background or identity. It also allows people to receive the care and support they require from the NHS without charges that apply to social care as their needs become greater.

Supporting resident independence through better integration of council services with community networks - savings proposal of £0.150m

This proposal has a **neutral** impact for those with shared protected characteristics as the service re-design aims to promote independent living through improving the process of signposting residents to the range of services and support provided in the local area by the voluntary and community sector. Implementing an integrated workforce development plan for staff to ensure that all staff are aware of the range of services and support available in the local community, will minimise unnecessary costly interventions which could be better met by other services and organisations, at a reduced cost preventing the escalation of issues at the earliest opportunity and promoting the residence independence.

Further increased take-up of Direct Payments for choice and control for residents and increasing wellbeing and co-producing as part of the Direct Payment steering group – savings proposal of £0.200m

This proposal has a **positive** impact on those with shared protected characteristics and in particular Disabled people as Direct Payments (DP's) are key enablers for Independent Living giving people choice and control over how they meet their assessed needs. The approach to DPs in Hammersmith and Fulham has been co-produced with residents in line with recommendations of the Disabled People's Commission (2017) and an independent review of DPs in Hammersmith and Fulham (2018). Continuing to co-produce and refine improvements in the way Hammersmith and Fulham communicate and engage with residents around DP's continues to reduce reliance on traditional care and support and provides residents with the opportunity to be visible and active members of the community with less reliance on the "public purse".

Joint commissioning steering group with Economy department on implementing the Disabled People's Housing Strategy and reducing voids. This will be done through reviewing the Extra Care Homes available for

residents, ensuring new builds are co-produced with disabled residents and make good Housing Voids – savings proposal of £0.200m

This proposal should have a **positive** impact on those with shared protected characteristics and in particular Disabled people as a workstream around housing has been established as part of the Commissioning for Independent Living Workstream.

This work focuses on better placing disabled residents at the heart of our planning and delivery of accessible and affordable housing solutions locally, co-produce the improvements to existing housing and new developments required. This work aligns to our Independent Living Vision, the Disabled Peoples Housing Strategy and our newly established resident led Independent Living Delivery Group. In addition to this we will be focusing on how to reduce voids, re-purpose existing commissioned provision to meet the needs of a wider cohort of adults and reviewing the Extra Care available for residents.

Maximising adaptations in people's homes through use of Disabled Facilities Grant. Review Occupational Therapy service delivery across the department with a view to undertake a joint care assessment. This increases a person's independence and reduces the need for longer-term care – savings proposal of £0.200m

This proposal has a **positive** impact on those with protected characteristics in particular age and disability as the provision of adaptations and equipment can enhance a person's independence and reduces the need for longer-term care, as appropriate. There are physical and mental advantages to enabling a resident to do more for themselves and adds to a sense of confidence – this reduces the need for additional homecare provision.

Better use of equipment to improve independence of residents with sensory disability – savings proposal of £0.100m

This proposal has a **positive** impact on those with shared protected characteristics and in particular Disabled people by adopting the processes and introducing new digital capabilities to deliver a new, modern digitally capable adult social care system. Utilising and encouraging the use of assistive technology and equipment, as appropriate, to support residents with sensory disabilities aims to increase a person's independence, giving residents greater control over their lives. This will enable service enhancements, cost reductions, and alleviate the use of carer costs which is not cost effective.

Improved support and information for residents and make better use of digital technologies (such as care cubed, use of resident portal, timely return of equipment) – savings proposal of £0.250m

This proposal has a **neutral** impact on groups that share protected characteristics with the aim to better utilise digital technology to prevent and reduce the escalation of needs, for example, social isolation and loneliness, minimise pressure on unpaid carers, reduce hospital admission. This will further promote independence and give people greater control over their lives.

The approach develops multi-disciplinary solutions for some of our most complex residents. It also aligns with working in collaboration with our colleagues from the Integrated Care Board (ICB) with focused on how we ensure the Better Care Fund is used relevant service and the monitoring of their outcomes for residents.

Review of commissioning contracts in line with the third sector strategy. This will be managed by adjusting the available contingencies within this budget (it will not affect existing contracts, or the Fast Track allocations and inflation will be allocated to contracts in 2024/25) – savings proposal of £0.100m

This proposal has a **neutral** impact on groups that share protected characteristics as there are no plans to reduce the service provided but rather to review key priority areas that grant funding is focused on delivering. This will afford the opportunity to explore how well grants can be aligned to delivery of priority manifest commitment and the different council departmental priorities.

Reshaping the department as an all-age adults service and over a medium-term neighbourhood resident focus – savings proposal of £0.200m

This proposal has a **neutral** impact on those with protected characteristics as this is a review of the staffing structure and the front door into an all-aged adult service which will work to ensure that any solutions put in place appropriately meet the needs of all individuals utilising them. An equalities impact assessment will be undertaken as part of the restructure process to identify any potential impact on groups of staff who share protected characteristics.

Social Care Investment Proposals

Throughout the 2024/25 MTFS process, the department has presented evidence-based Adults Social Care demand and acuity pressures of £4.803m. This proposed funding will have a **positive** impact for residents requiring assessed needs with physical support, learning disability and mental health needs and their carers as there is additional funding to meet the new care needs.

Home Care and Independent Living procurement award for 6 borough-based new contracts (these contracts are for the Patch and Bridging Service and Home Care spot demand pressures) – Investment of £4.2m

This proposal is **positive** as the awarding of the new Home Care and Independent Living Service contracts will ensure vital and long-term existing provision which can

adapt to the needs of residents. To deliver this service, the Council intends radically to improve the quality of the care provided to residents in their own home through the introduction of a new Total Quality Management approach.

The delivery of the new service model is expected to be a key driver of improving quality through:

- Residents having choice and control and a focus on outcomes of care.
- Increased number of contracted providers over smaller geographical locations allowing the council more choice of providers and an incentive for providers to keep quality high to continue receiving packages of care.
- Flexible use of commissioned hours
- Better conditions for care staff, with fair pay, paid travel time, consistent training, and career progression

A total of £21.4m is expected to be invested in the HCIL service in 2024/25, an increase in funding of £4.2m from 2023/24 (subject to approval of the Annual Budget for 2024/25 by Full Council in March 2024).

The integrated Learning Disabilities (LD) Transition Team - £0.603m

This proposal is **positive** as additional funding is required for the Learning Disabilities Transitions team to support the increasing number of children with special educational needs and disabilities (SEND) transitioning into Adult Social Care and particularly those with more complex needs. Children with SEND transfer to ASC without any budget provision, so they create a cost pressure on an already overspending budget.

There are several factors causing cost pressures in LD, which include:

- Increasing volume of children with SEND transitioning into adult services, reflecting the fact that more children with complex disabilities live to become adults.
- Increasing acuity of need
- People with LD now have a life expectancy which is not particularly shorter than the general population.
- As people with LD age, so does the age of their parents, who may no longer be able to provide the care and support they used to, which results in increased demand for support from ASC.
- Increasing numbers of care packages/direct payments against LD budget for those not meeting eligibility for LD, but who have assessed needs under the Care Act 2014, we have a growth in the number of young people with a diagnosis of autism.

Public Health Savings Proposals

Review of Community Champions Programme and Reprovision of Services to align services with resident needs and support the Councils response to the cost of living – savings proposal of £0.250m

This proposal has a **neutral** impact on groups that share protected characteristics. Funding from the previous community champions budget will be used to support core cost of living work in the council to provide immediate emergency assistance to residents in financial crisis. The cost-of-living crisis impacts all residents irrespective of background, identity, or belief. Disabled people are adversely affected by the cost of living; therefore, the proposed funding will support and prioritise disabled people.

Environment: Review of Environmental Health Contributions to manage and support the health protection and outbreak prevention – savings proposal of £0.100m

This proposal has a **neutral** impact on groups that share protected characteristics as the current complement of Environmental Health Officers (EHOs), who deliver core public health and health protection function - outbreak prevention, inspection of premises, expert questionnaires and potting of residents to ascertain outbreak spread with GI illness, can be maintained until the termination of the fixed-term contract in March 2024. As this is a technical service, the direct impact on equality, diversity and inclusion can be managed within the remaining environmental health service.

Economy: Review of Rough Sleeper Public Health Contribution to support residents with independent living – saving proposal of £0.100m

This proposal has a **neutral** impact on groups that share protected characteristics as temporary funding has been used to upskill the workforce to better manage the needs of residents. Following a review of the Rough Sleeper's pathway with residents gaining employment and moving into longer term accommodation, the PH temporary contribution of £100,000 to the rough sleeping contract, can be achieved. The complexities of these residents are being addressed by engaging residents in wider commissioned services.

Community Safety: Review the impact of targeted provision with underserved groups to improve community engagement – savings proposal of £0.072m

This proposal has a **neutral** impact on groups that share protected characteristics. Temporary funding was provided for delivering key community safety work as well as

key public health outcomes around infectious disease management, communication and liaison with faith and other underserved global majority groups. This was key to maintaining the head of the faith forum and expert lead for prevent (anti-terrorism) work. The existing community safety team will continue this role of community engagement, ensuring residents feel safe and within the borough.