

Equality Impact Assessment (EIA)

Adult Social Care (ASC)

Budget proposals for 2014/15.

1. SAVINGS, EXISTING EFFICIENCIES, AND NEW EFFICIENCY SAVINGS

- 1.1 Some of the ASC line items are to do with back office change that affects staff and as such will not have an impact on frontline service users. As with all staff changes, EIAs are carried out to inform reorganisations. Other line items are to do with more efficient ways of delivering services to the public and those are included here.

Reduced admissions into residential and nursing homes through better support in the community: £475K

- 1.2 This saving follows on from last year's saving under the same heading, and arises from low scale integration work, whereby a more planned discharge of clients back into their homes results in better outcomes and a lower number of clients because people are not having to be re-admitted to hospital so often. This will help to advance equality of opportunity for older and disabled people and to encourage participation in public life by helping them with their care after hospital. It is of high relevance to disabled adults, and to older people who have been admitted to hospital, with the focus being on managing the exit from hospital in a proactive and holistic way such that money is saved.
- 1.3 This line item also supports delivery of one of the Council's two Equality Objectives, as required by S153 of the Equality Act 2010, agreed by Cabinet in December 2011, and reported on in February 2013. The objective is:

Continuity of Care: Reduce unplanned admissions to hospitals and nursing care homes through early intervention by integrated health and social care services.

Tri-Borough initiative to manage prices in residential and nursing placements: £135K

- 1.4 This line item refers to inflation-related requests made by providers of such services as care and residential nursing homes, making this of high relevance to older and disabled people. This is being managed by ASC and a standard system across the Tri-Borough area has been set up to ensure that recent case law and the views of stakeholders including care providers are assessed and taken into account when agreeing fees. Each case is judged on its own merits in line with emergent case law and the needs of providers to run a service that is fit for purpose. Therefore there should be no impact on older or disabled people, or on providers as a result of this approach.

Customer Journey for Operational Services: £185K

- 1.5 This saving arises from a review of social work practice and how services are delivered. This includes processes used to help residents and how these could be made easier to navigate to cost less but also to provide better services to older and disabled people. This saving is therefore of high relevance to older and disabled people and people with learning disabilities and the impact should be positive.

Review of high cost placements, supported at home packages and Direct Payments: £910K

- 1.6 This line item refers to a combination of: where residents get services from, more regular reviews of packages, and benchmarking cost against Tri-Borough partners' services. The combined work will reduce cost and will not impact adversely on residents as these measures will ensure that the service provided are the most appropriate and the best value for money.
- 1.7 There will be more timely and appropriate interventions in an integrated care co-ordinated approach which will provide appropriate levels of care.

Efficiencies to be achieved from the homecare procurement exercise and new operating model: £118K; and Personalisation - Changing the approach to an outcome based on the new operating model for Direct Payment Clients: £115K

- 1.8 Both of these items arise from a focus on reablement ethos which encourages independence and stability. This will also include more regular reviews to ensure that older and disabled residents are getting the right services.

Review intensive support contract: £50K

- 1.9 This arises from a new tendered contract. However, take-up of this service is lower and so the saving arises from this aspect.

Review of third sector payments within the Older People Commissioning Sector: £38K

- 1.10 This arises from an underspend in 2013/14, which is a saving for 2014/15.

Review of Learning Disability(LD): Residential supported living: £108K

- 1.11 This is part of the strategy for LD accommodation and support and this line item will affect a very small number of service users. A consultation on the future of the service is underway and a report will be presented to Cabinet in February 2014 which will fully consider equalities issues and actions to minimise these.

**Procurement of Learning Disabilities supported living contract (Yarrow):
£324K**

- 1.12 This saving will arise from a contract renegotiated led by procurement of this service.

Protect community transport provision by encouraging the use of travel methods such as taxi cards, blue badges and freedom passes through the Travel Support Strategy plan:£45K

- 1.13 This line item is part of the Support Planning Model. As part of this, service users have a Travel Support Plan and this would help them to use other forms of transport with support.

Provide statutory advocacy services and withdraw non-statutory advocacy support and funding: £165K

- 1.14 This line item arises from a procurement exercise in which a unit costed model is proposed. The level of advocacy would be the same but the Council would only pay for the advocacy that is used by service users. As such there is no impact on service users as the level of service is not proposed to change.

Reprovide all funding for employment and training services and review of Learning Disabilities Development fund: £111K

- 1.15 This service will be carried out by the Housing and Regeneration Department within existing resources.

Supporting People - Procuring of contracts by negotiating with providers and decommissioning of services: £875K

- 1.16 This line item refers to negotiating with providers and decommissioning of services. Such decisions are subject to the usual decision making process which may include carrying out an Equality Impact Analysis at which stage the impact can be full assessed.

Review of Elgin Resource centre contract: £25K

- 1.17 This item refers to a contract variation and extension.

**Procurement savings from Olive House contract: £28K; and
Procurement savings from Elm Grove & Elgin Close contract: £70K**

- 1.18 These line items refer to renegotiations of both contracts which result in savings in extra care sheltered housing. There is no impact on service users as a result.

Improve outcomes and reduce dependency amongst residents through better joint services with the NHS: £103K

- 1.19 This item refers to money being received by the Council from the NHS.
- 1.20 The following savings arise from a review of staffing arrangements and will not impact on the public sector equality duty:
- Commissioning, Finance and in-house services: £48K
 - Overheads (training, project management): £65K
 - Review of Older People Day Care Services: £35K
 - Review of Community Access team: £22K
 - Learning Disabilities Supported Living Review: £43K
 - Review of Mental Health Commissioned Services: £22K
 - Mental Health Social Work costs: £183K
 - Integrated commissioning with health: £200K
 - Recruitment budget: £40K

Extension of Framework-i contract in line with Tri-Borough partners: £127K

- 1.21 This saving arises from better use of IT and does not impact on frontline services or the public sector equality duty.

2. GROWTH

Increase in demand for learning disabled people placements and care packages: £205K

- 2.1 These line items relate to an increase in the demand for placements for people with needs arising from learning disabilities. These will all be of high relevance to disabled people, and will support the participation of disabled people in public life, and help to advance equality of opportunity between disabled and non-disabled people. These items will have a neutral impact as the increase in budgets will meet the needs of these groups and there will be no change to the service or to the eligibility for the service as a result.

3. RISKS / CHALLENGES

- 3.1 Identification of the risks and challenges in this section allows ASC to plan and prepare for associated increases in cost.

Demographic changes, Ageing population: £450K

- 3.2 Growth is expected to be one per cent per annum in LBHF. Presently, there is a reduction in client numbers which is expected to plateau and then to rise.

Care transfers into social care: £750K

- 3.3 This relates to increases due to continuing care transfers into social care and demographic pressures.

Increase in demand for learning disabled people placements and care packages: £235K

- 3.4 See growth section for comments.

Equipment budgets: £200K

- 3.5 Increased pressure on equipment budgets as a whole as the Health & Social Care community work together to deliver on admission avoidance & delaying the admission to Residential or Nursing Facilities.

Maximising revenue from Careline: £400K

- 3.6 The service is being reviewed with Commissioning to look at recommissioning a telephony / Monitoring service on a Bi or Tri-Borough basis. A local response service will be developed as part of the wider rapid Response Service developments.

4. FEES AND CHARGES

Home care: No increase

- 4.1 It is proposed that there is no increase to the home care charge of £12.00 per hour between 2013/14 and 2014/15. This is because Cabinet approved that the rate of charge is limited to £12.40 based on the level of assessed needs and cost of service. The home care charge of £12.00 is compared with the average home care purchasing rate of £12.41. In 2014/15 a new home care offer focusing on flexible support and outcomes contracts is proposed and the charge will be reviewed at this particular point.

- 4.2 Hammersmith & Fulham will still be amongst the London Boroughs with the lowest contribution towards home care. Unlike nearly all other London Boroughs, a person's savings and property are not taken into account when assessing that person's ability to make a contribution to the cost of home care.

Meals on Wheels: No increase

- 4.3 In line with Council policy, the Meal's charge has increased over the last three years. The Meals service has been outsourced since July 2013. The Service User charge per meal was increased to £4.50 with effect from April 2013 with the cost of the Meal at £6.93, leaving a subsidy of £2.43. A review of the arrangements will be undertaken for both the service model and charging for the delivered meals service. The data collection, benchmarking and best practice review will take place early in 2014 with a fuller consultation planned later in the year. Therefore it is proposed not to increase charges in 2014/15, pending the outcome of the review.