

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Outcome</b>	<b>People in Southampton live safe, healthy, independent lives</b>
<b>Code</b>	<b>SHIL 2</b>
<b>Name or Brief Description of Proposal</b>	<p>Changing the way that adult social work teams operate. This is to ensure that the right processes are in place to assess people for the right care, in the right place, at the right time and making full use of community support, telecare and extra care housing to help people live independently.</p> <p>Social workers and care managers will routinely ensure that people are supported to achieve independence and the best outcomes for them through the use of support available in their networks and communities; telecare; direct payments; regular and timely assessments and reviews; and existing housing with care and Shared Lives schemes. This new approach will be underpinned by a comprehensive training and development programme for staff, a new structure and fresh approaches to managing performance and monitoring outcomes and spend.</p>
<b>Brief Service Profile (including number of customers)</b>	
<p>As at 30 September 2016, the service supported 3,011 adults with packages of care and support to meet their social care needs.</p> <p>This care and support can be broadly divided into two categories:</p> <ul style="list-style-type: none"> <li>• 2,172 (72%) people receive “non-residential care”, which includes home care (also known as domiciliary care).</li> </ul>	

- 839 (28%) people receive “residential care”, which includes people living in residential and nursing homes.

All people receive a thorough assessment, centred on their individual social care needs, in line with the Care Act 2014, and this is kept under regular review.

### **Summary of Impact and Issues**

This proposals aims to ensuring that individuals have the right level of care, in the right place, at the right time in a way that maintains their independence. The average cost of each care package is expected to reduce, because:

- Individuals who currently receive a care package may receive support in a different way in the future, following a holistic review of their social care needs.
- New individuals coming forward for an assessment for the first time may receive support in a different way than would have traditionally have been provided in the past.

No changes will be made without a thorough, person-centred assessment or review that would take into account an individual’s views and preferences, along with those of their families, carers and, where appropriate, their independent advocates.

Examples of how care and support could be provided differently in the future include:

- Giving someone a Direct Payment instead of the Council arranging care on their behalf, so that they have more choice and control over how their needs are met.
- Supporting someone to move to a suitable accommodation with care scheme (also known as Extra Care Housing) instead of a residential care home, to help maintain their independence.
- Making more use of care technology, in particular where people are at risk of falling, wandering, seizures, immobilisation, extreme temperatures, smoke in the home or feelings of insecurity. This can help maintain independence by reducing the need for home care, delaying or preventing a need to move to a residential care or nursing home and can help prevent carer burnout.
- Where appropriate, helping people to get the support that they need from their neighbours and the wider community, reducing the need to rely on home care and other support arranged by the Council.

### **Potential Positive Impacts**

Individuals will receive more regular and timely reviews of their social care needs.

<p>Providing care and support in different ways often leads to greater independence and a fuller life for individuals, families and carers.</p> <p>By focussing on training and developing Social Workers and Care Managers, there will be a fairer and more consistent approach to care and support planning.</p>	
<b>Responsible Service Manager</b>	Liz Slater, Service Lead, Assessment, Support Planning and Options
<b>Date</b>	18 October 2016
<b>Approved by Senior Manager</b>	Paul Juan Acting Service Director – Adults, Housing and Communities
<b>Date</b>	18 October 2016

**Potential Impact**

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>																				
<b>Age</b>	<p>Older people are more likely to be impacted by this proposal, as there are more older people who receive care and support to meet their social care needs.</p> <p>The table below shows the age breakdown:</p> <table border="1"> <thead> <tr> <th>Age</th> <th>Home care</th> <th>Res care</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>18-64</td> <td>1,016</td> <td>182</td> <td>1,198</td> </tr> <tr> <td>65-74</td> <td>312</td> <td>126</td> <td>438</td> </tr> <tr> <td>75+</td> <td>844</td> <td>531</td> <td>1,375</td> </tr> <tr> <td><b>Total</b></td> <td><b>2,172</b></td> <td><b>839</b></td> <td><b>3,011</b></td> </tr> </tbody> </table>	Age	Home care	Res care	Total	18-64	1,016	182	1,198	65-74	312	126	438	75+	844	531	1,375	<b>Total</b>	<b>2,172</b>	<b>839</b>	<b>3,011</b>	<p>Each person who is affected by this proposal will receive a thorough, person-centred assessment or review of their social care needs, taking into account their preferences along with those of their family and carers, in line with the requirements in the Care Act 2014. A support plan will be agreed in accordance with the Council’s Adult Social Care and Support Planning Policy. The council will continue to ensure that suitable arrangements are in place to meet all eligible social care needs that would otherwise not be met. People who lack mental capacity to make decisions about their care and support will be protected by legal safeguards. An appropriate person or independent advocate will</p>
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		help ensure the person's views are taken into account during the assessment or review. The Council will consult partners and stakeholders to identify any adverse impacts and this plan will be updated to incorporate any further mitigating actions agreed.
<b>Disability</b>	People who have a physical or learning disability are more likely to be impacted by this proposal, as there are more people with a physical or learning disability who receive care and support to meet their social care needs.	As above.
<b>Gender Reassignment</b>	No identified negative impacts.	N/A.
<b>Marriage and Civil Partnership</b>	No identified negative impacts.	N/A.
<b>Pregnancy and Maternity</b>	No identified negative impacts.	N/A.
<b>Race</b>	No adverse impact identified, although Black and Minority Ethnic communities are currently under-represented in the group of people who currently receive care and support.	Some further analysis is needed to better understand why Black and Minority Ethnic communities are generally under-represented in the group of people who currently receive care and support to determine whether additional steps need to be taken to ensure that adequate arrangements are in place to meet individuals' social care needs.
<b>Religion or Belief</b>	No identified negative impacts.	N/A.

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<b>Sex</b>	<p>Women are more likely to be impacted by this proposal, as there are more women who receive care and support to meet their social care needs.</p> <p>The table below shows the gender breakdown:</p> <table border="1" data-bbox="520 674 887 801"> <thead> <tr> <th>Gender</th> <th>Home care</th> <th>Res care</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1,309</td> <td>488</td> <td>1,797</td> </tr> <tr> <td>Male</td> <td>863</td> <td>351</td> <td>1,214</td> </tr> <tr> <td>Total</td> <td>2,172</td> <td>839</td> <td>3,011</td> </tr> </tbody> </table>	Gender	Home care	Res care	Total	Female	1,309	488	1,797	Male	863	351	1,214	Total	2,172	839	3,011	<p>Each person who is affected by this proposal will receive a thorough, person-centred assessment or review of their social care needs, taking into account their preferences along with those of their family and carers, in line with the requirements in the Care Act 2014. A support plan will be agreed in accordance with the council's Care and Support Planning Policy. The council will continue to ensure that suitable arrangements are in place to meet all eligible social care needs that would otherwise not be met. People who lack mental capacity to make decisions about their care and support will be protected by legal safeguards. An appropriate person or independent advocate will help ensure the person's views are taken into account during the assessment or review. The council will consult partners and stakeholders to identify any adverse impacts and this plan will be updated to incorporate any further mitigating actions agreed.</p>
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Female	1,309	488	1,797															
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<b>Sexual Orientation</b>	No identified negative impacts.	N/A.																
<b>Community Safety</b>	No identified negative impacts.	N/A.																
<b>Poverty</b>	No impact identified. Eligibility for funding for Adult Social Care is	N/A.																

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	subject to a statutory means test, which takes into account income, savings and assets.	
<b>Other Significant Impacts</b>	No identified negative impacts.	N/A.