

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

**Integrated Discharge Assessment
Team funding (Sherwood Forest
Hospitals NHS Foundation Trust)**

Details are set out:

ASCH Committee report "Update on progress with arrangements to integrate health and social care in Mid-Nottinghamshire"

Officers undertaking the assessment:

Wendy Lippmann, Transformation Manager

Assessment approved by:

Service Director, Sue Batty

Date: 10.10.16

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The Council contributes £175,000 p.a. to the cost of dedicated staff employed by Sherwood Forest Hospitals NHS Foundation Trust (SFHT) within the Integrated Discharge Assessment Team (IDAT) at King's Mill Hospital. This is a separate team to the Council's social care assessment workers. The IDAT assesses the health needs of people ready to leave hospital and arranges their discharge packages. The funding was originally part of an historical arrangement for an alternative approach to the Council paying health reimbursement fees for any delays that were due to social care. SFHT also funds some resources for social care, such as providing administrative support, office accommodation etc. at the hospital.

Sherwood Forest Hospitals NHS Trust will be impacted by the reduction in contribution from NCC towards their health discharge team. However, discussions are underway now across the Mid-Nottinghamshire Better Together partners to improve how staff from the different organisations work together to arrange effective and sustainable discharge packages for people with complex needs. The aim is to establish more efficient and effective processes which will reduce delays and enable staffing reductions. NCC should not be funding health provision. Improvements to the overall arrangements for support people with complex needs to get home after a hospital stay will benefit all service users.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>The people who have more complicated needs to be met on discharge from hospital are those people who have complex health and social care needs, often with disabilities.</p> <p>The reduction of funding to SFHT may affect the effectiveness and efficiency of discharge planning currently carried out by SHFT staff in the Integrated Discharge Assessment Team.</p>	<p>The impact of the reduction in funding is being considered by the Integrated Discharge Review currently underway. The aim is to establish more efficient and effective processes which will reduce delays and enable staffing reductions. Improvements to the overall arrangements for support people with complex needs to get home after a hospital stay will benefit all service users.</p>	<p>Consultation with patient representatives, carers and multi-agency staff is being organised as part of the Integrated Discharge Review, to ensure that their views and experience is captured to inform the conclusions of the review.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Completed EqIAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.