



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Hospital to Home Support Service

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.

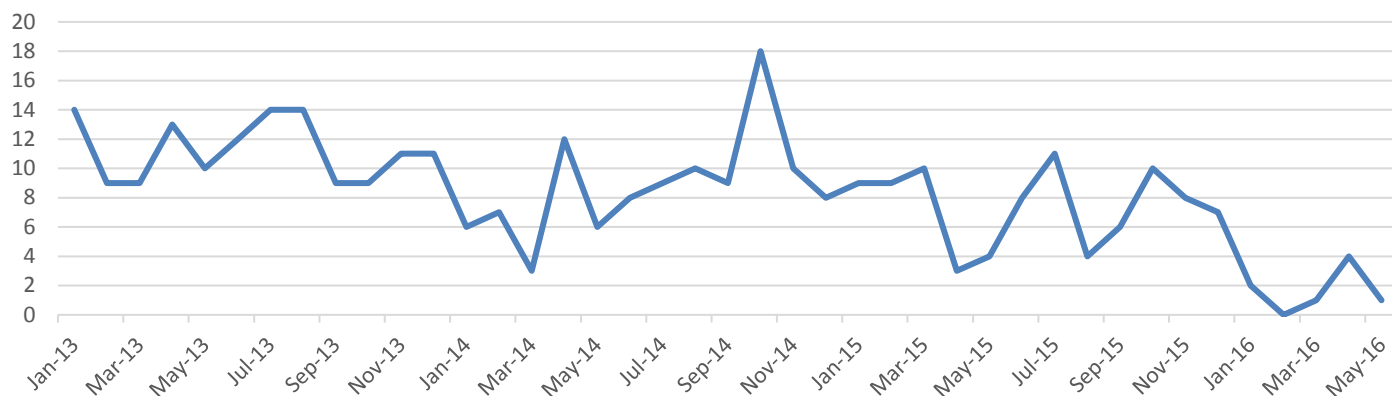
Part A: Impact, consultation and proposed mitigation

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

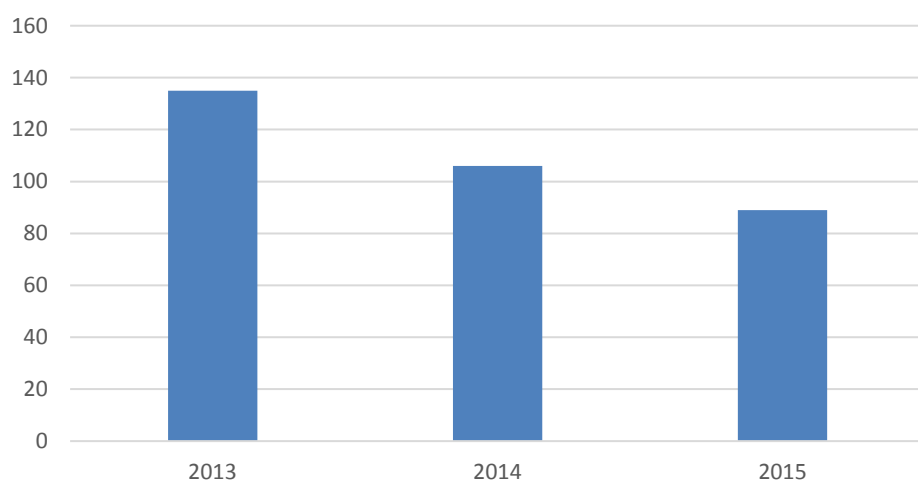
The "Hospital to Home Support Service" is run by 1.6fte paid Council staff who coordinate volunteers to support people who are being discharged from hospital with low level assistance, to ensure that they are safe when they return home. The people referred to the scheme are people who live in Mansfield and Ashfield, who are about to be discharged or who have recently been discharged, and who do not have sufficient support available to them from friends, family or neighbours to ensure that they are confident and safe back at home.

Data has been gathered to show how much use is being made of this scheme and how usage has changed over the last 3 years. The information shows that usage has fallen since 2013 and is extremely low in 2016. As a result, the staff find it difficult to maintain volunteer commitment.

Number of people helped by the service each month, since 2013



Total number of people helped per year, 2013-15



- The paid workers are working 256 hours per month. This delivered an average of 32 hours per month of support to people being discharged, helping an average of 7 service users per month, between Jan to December 2015. During 2015, there were 89 people supported in total which works out at a cost of £521 per person.
- This average dropped to 5.5 hours per month of support to people from January to April 2016, helping an average of 2 people per month. This drop is likely to have been due to long-term sickness of the full time staff member (3 months).
- Records show that the number of people helped and number of hours of support from volunteers was 20% greater in 2013 than in 2015, so the service has been declining since 2014.

For these reasons, the Council believes that the impact of closing this scheme will be very low as there are only low numbers of people accessing the scheme. People receive the support for a period of up to 3 weeks so the people who are using the scheme at the moment will not suffer any detriment if the scheme ends in April 2017.

The expected impacts of the scheme ending are :

- People receiving a short-term service from the scheme in February and March 2016 will have the service end by the end of March 2016.
- The 1.6 fte staff employed in the service will be put at risk.
- The volunteers who support the service will no longer be required and can offer their time to other volunteer schemes either within the hospital or the community.
- People who would have accessed the scheme had it continued will be referred on to other volunteer provision available in the community for support (if they are not eligible for support

from the Council) or this support will be commissioned for a time-limited period, if the person has eligible needs.

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 use the scheme are usually those who are older adults with additional low level support needs, which may arise due to health conditions and/or disabilities. They have little or no support available from family or friends at the point of discharge.</p>	<p>People with low level additional support needs will be referred to other community or voluntary sector schemes, to provide short-term support on leaving hospital, or will have short-term support commissioned for them, if they are eligible for social care funding.</p>	<p>We cannot consult with potential users of the scheme in the future as we do not know who they are. We will consult with the current volunteers and staff about this proposal.</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@nottscc.gov.uk and will be published on the Council's website.