

Equalities Screening Record Form

Date of Screening: 15.09.11	Directorate: Adult Social Care and Health	Section: Older People and Long Term Conditions
1. Activity to be assessed	<p>Modernisation of Older Peoples Services</p> <p>The modernisation strategy is focused on improving the health, well being and independence of Older People and Vulnerable Adults living in Bracknell Forest. It sets out how services will be modernised to meet the aspirations of people for more choice, greater control of their lives and higher quality support. For Bracknell Forest, to make more effective use of resources and value for money services.</p>	
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input checked="" type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
4. Officer responsible for the screening	Mira Haynes	
5. Who are the members of the EIA team?	Project Board members	
6. What is the purpose of the activity?	<p>Please describe briefly its aims, objectives and main activities as relevant.</p> <p>The following projects make up the whole system approach to Modernising Older Peoples services:</p> <ol style="list-style-type: none"> 1. To consult on the future of 'In House' home support for people with long term conditions with a view to the independent sector providing this support. <p>Increasingly people are choosing to use personal budgets to provide their community support. Therefore it is expected that demand for domiciliary care services to be provided as they are now will lessen as people choose to employ Personal Assistants. The unit cost of the in house service is not competitive with the independent sector and does not provide value for money. There are no long term Service Users in this service and future demand will be commissioned in the private sector. 18 staff will be affected. . Where changes lead to redundancies, staff will be consulted and redeployment opportunities will be offered wherever possible</p> <p>Add a small paragraph of explanation under each of these numbered changes below. What are we proposing these changes? How many service users or staff will be affected? How will they be affected?.</p> <ol style="list-style-type: none"> 2. To consult on the future of Ladybank Older Persons Home with a view to re-providing long term care <p>Demand for the type of residential care provided by Ladybank has reduced as people can now be better supported to live at home and increasingly make this choice. The home itself requires major capital expenditure to be spent on it to bring it up to modern standards. There are 10 residents and 32 staff who will be affected. Residents will be consulted and supported to relocate to appropriate alternatives. Where changes lead to redundancies, staff will be consulted and redeployment opportunities will be offered wherever possible.</p> <ol style="list-style-type: none"> 3. To establish ways in which (working with partners) residential intermediate care is enhanced and in time relocated to more suitable accommodation. <p>With the proposed changes to the status of Ladybank it will be necessary to examine the relocation of residential Intermediate care services currently being delivered from the Bridgewell Centre. Ongoing discussions with partners to establish what needs the service will meet in the future will inform the specification for this service. Staff have been kept</p>	

	<p>informed about this process.</p> <p>4. To consult with staff in Community Response and Reablement on proposals to enhance capacity in terms of new rosters and use of technology.</p> <p>Introducing new ways of working, new working patterns and new technology will increase capacity and productivity. It will also better enable the service to meet the growing demand for Intermediate Care type services and support new service developments planned through a more effective use of resources. There are 27 staff members in the directly provided service who will be consulted on adopting these proposals. People supported in this service will benefit from greater flexibility to meet their needs.</p> <p>5. To locate the Home Care Dementia Team at Heathlands Day Centre and consult on new managerial arrangements.</p> <p>With the increased capacity bought about by recent improvements to Heathlands Day Centre and new Carers' drop in scheme, there is now the opportunity to relocate the community support well being dementia team within offices at the day centre. This will facilitate a fully integrated dementia provider service in one location along with providing an easily accessible service for people with memory problems and their carers. There are opportunities for efficiencies for a stream lined management structure. Staff efficiencies will also be delivered through integration of the services. All staff are being consulted on the relocation proposal.</p> <p>6. To work with the Independent Sector on introduction of electronic monitoring for domiciliary providers.</p> <p>To manage the transformation agenda within Adult Social Care, Bracknell Forest will need to employ more effective and efficient ways of providing quality, safe and User responsive domiciliary care services. Electronic monitoring systems will modernise the commissioning and monitoring of home care service delivery. It will contribute towards stream lining processes and improve the quality of services through better management and monitoring of commissioned services. People who use services will benefit from accurate billing.</p> <p>7. To work with Wokingham Borough Council with a view to evaluating opportunities to provide the Sensory Needs Service from within Bracknell Forest Council Community Teams.</p> <p>This proposal would offer an opportunity to consult with people experiencing sensory loss to shape future services to local need. It could also allow for better prevention and early intervention through local needs analysis as well as an opportunity to develop third sector provision.</p> <p>8. To develop proposals to enhance Community Response and Reablement and falls service via funding from the PCT.</p> <p>This proposal will ensure that a robust out of hours and on call management service is developed along with increased capacity in both community and residential intermediate care. Strengthening the assessment at the point of entry, will further a whole system approach to reablement through timely and appropriate interventions.</p> <p>9. To develop appropriate housing options with partners to ensure that the Older Persons Accommodation Strategy is implemented providing a range of accommodation across the Borough.</p> <p>Older People would like to remain living in their own homes as long as possible with access to the best opportunity and options for securing and remaining safely in the home of their choice. In taking this proposal forward will enable good housing based options to be part of the provision of modernised Adult Social Care. .</p> <p>This impact assessment considers the impact of the whole modernisation programme. Equality screenings have been completed on 1 and 2 above. Further screening will be undertaken once the project boards for 3 – 9 have been implemented and screening is thought to be necessary.</p>
<p>7. Who is the activity designed to benefit/target?</p>	<p>Older People and people with a long term condition</p>

Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality	Y	Proposal 1. There will be initial disruption whilst older people settle into their new accommodation, This may have a short term adverse impact. However there is an expected positive long term impact due to any new placements being commissioned in an improved environment underpinned by dedicated a Social Work involvement which will ensure that residents' individual needs are met. for all residents needing review and monitoring of all new placements will take place thus ensuring a positive relocation.	ASC&H have a good track record of delivering change in sensitive supportive manner. Evidence shows that people have experienced an improved service as a result of previous reconfiguration of services. E.g closure of Downside Day Centre in 2010 has led to people leading more person centred independent lives.
9. Racial equality		N No residents will feel an impact from a racial equality perspective. Staff in all project groups come from a diverse number of backgrounds.	All staff will be treated sensitively in regards to their needs.
10. Gender equality	Y	The majority of staff who may be affected are female.	Where changes lead to redundancy we will ensure that staff are not unfairly selected.
11. Sexual orientation equality		N No.	We have no evidence of a differential impact on this Group at this time.
12. Gender re-assignment		N	We have no evidence of a differential impact on this Group at this time.
13. Age equality	Y	Proposal 1: where changes lead to commissioning services in a different way or from a different provider, we will use procurement procedures which include specific reference to equality issues. Proposal 2: All residents are Older People. Any move may have a short term negative impact but in the long term, placements will be made sensitively and appropriately in line with equality issues. For the staff: there may be an adverse impact as a high % of staff affected are over 50.	All residents are Older People. A high % of staff are over 50.

			However, were any changes lead to redundancy or redeployment, we will ensure that staff are not unfairly selected on an age related issue.	
14. Religion and belief equality		N	Equality monitoring information held reflects residents' religious and cultural beliefs. Bracknell Forest will respect and ensure that people's religious beliefs and cultural needs are respected and where services are commissioned, the procurement process includes respecting diversity as a key issue.	Care plans reflect the religious and cultural beliefs of individuals using our services. Staff are therefore aware of how these needs can be followed through.
15. Pregnancy and maternity equality		N	Bracknell Forest family friendly policy will be adhered to.	Managers are aware and have had training on issues relating to family friendly policy and wherever possible the individual needs of people who are pregnant or have young children are accommodated.
16. Marriage and civil partnership equality	Y	N	No known impact. However, Bracknell Forest will adhere to its diversity policy and practices wherever necessary	
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.	Staff: Many of the existing staff work part time and as a result may be on low incomes. Where changes lead to redeployment or redundancy, we will ensure that staff are not unfairly selected. Any adverse impact is likely to reflect the profile of the people who use services rather than equality related differential impact.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	There will be no service reduction to individuals as a result of these proposals. All proposals for this project will be dealt with sensitively and with due regard for the promotion of respect, dignity and choice.			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	As the majority of the workforce is female and many work part time, there may be a significant impact on this group of people. At all times, Bracknell Forest's policy and procedures on Human resource management and employment legislation will be adhered to.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	Where changes lead to commissioning services in a different way or through a different provider, we will use procurement procedures which will include specific reference to equalities. Staff: every effort will be made to minimise redundancies. There is a programme board and a project group including Human Resources which will ensure that there is a comprehensive consultation, involvement and sensitive approach to the issues raised above. All staff affected will be offered 1:1 meetings to discuss their needs in detail.	

21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	A full consultation will be undertaken to understand the impact of these proposals. A comprehensive consultation questionnaire has been written which has been approved by the Programme Board. This questionnaire will be made available in appropriate formats to ensure that as far as possible disability issues are accommodated. Staff affected are to be offered 1:1 meetings to discuss their views and their specific needs.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y		Proposals 1, 2 and 6 will need full EIAs once the recommendation is approved at Executive.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
24. Which service, business or work plan will these actions be included in?			
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please list		
26. Chief Officers signature.	Signature:	Mira Haynes	Date: 19.10.11
27. Which PMR will this screening be reported in?	Q3 PMR ASC&H 2011-12		

When complete please send to abby.thomas@bracknell-forest.gov.uk for publication on the Council's website.