

## Equality and Safety Impact Assessment Draft v2

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.

<p><b>Name or Brief Description of Proposal</b></p>	<p><u>Redesign of Older Person's Day Care Services</u> (as part of the development of a new offer of support and activities for older people in Southampton City)</p> <p>The proposals set out a new model of support and day time activities for older people and will transform over time the traditional model of day centres for older people that currently exists for the city. The new model will focus on giving people more choice and control over the support and services they are able to access, utilising personal budgets to offer more personalised forms of care and will promote the ethos of early intervention and prevention by developing the market to support more people and maximising the use of community assets.</p> <p>The proposals have been developed within the context of a range of other developments aimed at supporting older people to maintain their health, wellbeing and independence. The community wellbeing centres described in the proposals will particularly align with developments related to Advice, Information and Guidance (recently tendered), Southampton Healthy Living Behaviour Change Service (a new service which went live April 2017), Community Navigation (currently out to tender) and Housing Related Support to form a new offer of support and activities for older people.</p> <p>The proposal includes the development of</p> <ul style="list-style-type: none"> <li>• A stronger focus on personalisation and choice, through the use of personal budgets, enabled by a new third party budget management option.</li> <li>• Moving away from the traditional day centre model and establishing a number of community wellbeing centres across the city which will provide information, advice and guidance and activities that promote health and wellbeing as well as day care</li> <li>• The development of a greater range of activities in local communities as well as within the community wellbeing</li> </ul>
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	centres
<p><b>Brief Service Profile (including number of customers)</b></p>	<p>The Council currently commissions Southampton Care in Action (SCA) and Age UK Southampton to provide five day centres across the city, which are based in the following locations:</p> <ul style="list-style-type: none"> <li>• Padwell Road in central Southampton</li> <li>• Freemantle Community Centre on west of city</li> <li>• Brook Centre on east of city</li> <li>• Oaklodge on east of the city</li> <li>• Holy Family Church on west of city</li> </ul> <p>As well as providing these day services under contract to the Council, Age UK and SCA also offer their services to self funders.</p> <p>The care offered is a traditional basic range of activities and personal care. 110 (73%) of people using day care services have a “personal budget”. (The term personal budget refers to the service user budget either being directly managed by adult social care, a third party or by a direct payment to the service user.) However, only 6 (4%) of current day service users have a “direct payment”.</p> <p>151 older people (over the age of 65) are provided with a service by the Council through the SCA and Age UK day care contracts. Approximately a further 60-70 people access the services as self funders. Data on the Council funded day service users shows that:</p> <ul style="list-style-type: none"> <li>• there were 151 older people (+65 years old) funded by adult social care using day care services as at 30 September 2016.</li> <li>• 32% of these users were aged 65-74, 33% were aged 75-84 and 34% were aged 85 and over.</li> <li>• the majority of day care users live alone and this reflects the need for tackling people’s social isolation as a central element of any future provision.</li> <li>• 40% of service users were having day care on one day of the week and 28% on two days a week.</li> </ul> <p>SCA provide transport for SCC clients to all the centres, under the Council’s contract with SCA.</p> <p>Access to the existing day care services is dictated by eligibility under the Care Act, or the ability to pay for the service as a self funder. To try to understand how the current numbers of service users compares to potential levels of need, a comparison with the numbers of people known to have long term conditions in the over 65 population was undertaken. This showed that 50% of the over 65 population (17,584) had up to 2 long term conditions and might therefore be classified as having low level needs, 11,443 (32.5%) had 3-5 long term conditions and might therefore be classified as having medium level needs and 6,149 (17.5%) had 6 to 8 long term conditions and might therefore be classified as having high level needs. This is a relatively crude way of looking at demand, but highlights the significant difference between the 151 known day service users and the wider population who might benefit from</p>

	support in maintaining their wellbeing and independence.
<b>Summary of Impact and Issues</b>	<p>The numbers of older people in Southampton are increasing, with a predicted increase in the over 65 population of 15% between 2015 and 2021 and over 20% for people over 85 years for the same period. As people get older they are more likely to have health problems that limit their day to day activities and impact on their independence. Given the changing demographics and increasing demand, it is important that the health and care system in and around Southampton adapts to meet the changing and growing needs of the population and has a focus on promoting healthy ageing. While it is important that the care and health needs of people who have the greatest needs in Southampton are met, there is an opportunity to develop the market to support more people to maintain their independence and wellbeing for longer and thus reduce demand on services.</p> <p>The aims of this proposal are therefore to develop an offer of activities and support to more older people across a broader continuum of need that will:</p> <ul style="list-style-type: none"> <li>• promote wellbeing and independence</li> <li>• reach a greater number of Southampton residents</li> <li>• increase access</li> <li>• be more closely linked to local communities</li> <li>• increase the range of activities available, promoting greater choice.:</li> </ul>
<b>Potential Positive Impacts</b>	<p>The benefits that the proposals are aiming to realise will be felt by older people themselves and by the Council. For the older people these include:</p> <ul style="list-style-type: none"> <li>• Maintaining their independence for as long as possible.</li> <li>• Reducing loneliness and isolation - social contact is one of the key factors contributing to a sense of well-being in later life and can contribute to reducing depression.</li> <li>• Improved access to advice services and support.</li> <li>• Increased access to leisure, cultural activities, exercise, good nutrition and healthy living opportunities which promote physical and mental health and wellbeing.</li> <li>• Personal development – being more physically active through both physical and mental stimulation, which in turn reduces the risk of falling, which in itself is one of the main reasons for deterioration and loss of independence. Also enabling more individuals to be active members of their local community (e.g. volunteering, Timebank members), fostering a sense of positive self-esteem.</li> <li>• Support for carers.</li> </ul> <p>For the Council the benefits include:</p> <ul style="list-style-type: none"> <li>• Offering the opportunity to identify changes in the physical, social and psychological state of the wider population in</li> </ul>

	<p>order to target early prevention interventions.</p> <ul style="list-style-type: none"> <li>• Promoting independence thereby delaying the need for residential and nursing care for as long as possible.</li> <li>• To support the take up of personal budgets and the establishment of a vibrant market that is driven by person centred outcomes</li> </ul>
<b>Responsible Service Manager</b>	Adrian Littlemore
<b>Date</b>	19 September 2017

<b>Approved by Senior Manager</b>	Donna Chapman
<b>Signature</b>	
<b>Date</b>	20 September 2017

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	<p>The proposals are aimed at meeting the needs of older people with a wide range of needs. They are designed to have a positive impact in increasing access to a wider range of activities, including leisure, exercise, good nutrition and other healthy living opportunities as well as building social networks which promote physical and mental health and wellbeing. They are also designed to increase choice and control over those services a person can access to meet their needs (through greater use of personal budgets).</p> <p>The proposals intend to reach and benefit more people in the general population, supporting people with lower level needs to maintain their independence and wellbeing as well as continuing to support those with higher level needs who may be eligible for Council funded care and support.</p> <p>Key to the proposals is to ensure that the whole continuum of need is appropriately met from those with very low level needs who might just want information about what is on offer in their local community and</p>	<p>In order to ensure that the proposed services are accessible to all older people and all levels of need, the service specification will include a requirement for the provider to develop a diverse range of activities and there will be key requirements to evidence improved outcomes for particular groups (e.g. people with dementia and their carers, people with mobility problems.)</p> <p>The promotion of personal budgets within the proposals (supported by a third party managed budget function) also supports the concept of personalisation – co-producing a support plan with an individual and helping them identify the activities and support they feel is most suitable to deliver the outcomes most important to them.</p> <p>The development of the community wellbeing centres is closely linked to the new Community Navigation Service which goes live April 2018. The role of community navigators is to get alongside people, to work with</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>an opportunity to socialise through to those with high level needs who need personal care and support to access activities and provide their carers with a break.</p>	<p>them to help them identify their needs and pull together a plan and support them in accessing the services available in their local communities. Community navigators will play an important role in supporting people access services that meet their needs.</p>
<p><b>Disability</b></p>	<p>Older people with a wide range of disabilities will be key beneficiaries of the proposed services.</p> <p>It will be important to ensure good access for them to the community wellbeing centres with the right level of care and support to enable them to engage in the activities.</p>	<p>To ensure that the needs of people with disabilities are met through the proposals, a number of steps are being taken:</p> <ul style="list-style-type: none"> <li>• the Specification will include criteria in relation to accessibility. For example it will be expected that the community wellbeing centres will be accessible for people with mobility problems.</li> <li>• For people with adult social care (ASC) funding the community wellbeing centre provider would be enabled to assist people to manage an ASC personal budget.</li> <li>• Support from carers and volunteers would be provided within the centres for both ASC funded and privately funded customers</li> <li>• accessible transport will be provided as part of the service contracted so that people with physical and/or mental health support needs are enabled to attend.</li> <li>• the service specification will include specific requirements to evidence improved outcomes for particular groups (e.g. people with dementia and their carers, people with mobility problems.)</li> <li>• The development of the community wellbeing centres is closely linked to the new Community Navigation Service which goes live April 2018. The role of community navigators is to get alongside people, to work with them to</li> </ul>

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		<p>help them identify their needs and pull together a plan and support them in accessing the services available in their local communities. Community navigators will play an important role in supporting people to break down barriers and access services that meet their needs.</p>
<b>Gender Reassignment</b>	None specific to this category	
<b>Marriage and Civil Partnership</b>	None specific to this category	
<b>Pregnancy and Maternity</b>	None	
<b>Race</b>	<p>Engagement with BME communities has historically been challenging (as recognised in the recent Combating Loneliness Scrutiny Inquiry undertaken by the Council) and specific attention needs to be given to ensuring that these communities' views and needs are taken into account in the commissioning of the model.</p> <p>The proposals do not disadvantage people from different ethnic communities. However, there are opportunities to further improve access for different ethnic groups by developing neighbourhood and community of interest activities and venues to ensure the needs of BME communities are met.</p>	<p>The Service Specification will make specific reference to meeting the needs of BME communities and will include performance measures specifically related to BME groups in terms of both uptake and outcomes. Providers will be required to take into account different languages and cultures in making their services accessible to all, working with local communities, including faith groups, to design and deliver services.</p>
<b>Religion or Belief</b>	It will be important to make sure people do not feel excluded if their religious needs are not met or the building is associated with a particular faith.	<p>The Service Specification will make specific reference to making services accessible to all faiths and beliefs.</p> <p>All staff supporting the Centres will be expected to receive training in diversity.</p>

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<b>Sex</b>	None specific to this category	
<b>Sexual Orientation</b>	None specific to this category	
<b>Community Safety</b>	Whilst the proposals do not impact on community safety in a negative way, there is still a risk that older people could be excluded from some activities due to fear of being out after dark, in the evenings or in areas they are not familiar with.	<p>To address this, it will be expected that transport and other volunteer support is accessible to people.</p> <p>Timing of events and activities will also reflect the needs of older people where possible.</p> <p>The development of the community wellbeing centres is closely linked to the new Community Navigation Service which goes live April 2018. The role of community navigators is to get alongside people, to work with them to help them identify their needs and pull together a plan and support them in accessing the services available in their local communities. Community navigators will play an important role in supporting people to break down barriers and access services that meet their needs.</p>
<b>Poverty</b>	There is a risk that people on low income could be excluded from the proposed resources if the cost of activities, meals or transport is too high.	<p>The Provider will be required to ensure that transport and activity costs are kept as affordable as possible through good transport planning and coordination.</p> <p>Providers of activities and meals will be required to price them to attract customers from all financial circumstances.</p>
<b>Other Significant Impacts</b>	People could be excluded from accessing services or support due to lack of suitable transport	<p>A key aim of the proposals is to develop community wellbeing centres within local communities across the city which are easily accessible via public transport to shorten journey times and therefore potentially costs.</p> <p>The use of peer and volunteer support will be able to assist with developing local transport</p>

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
		options/solutions. e.g. shared transport.