

**Equality Impact Assessment August 2020**  
**Termination of Draft Day Opportunities Strategy & Draft Day Service Model and**  
**Impact of Covid 19 on provision of day opportunities**

Reference No.	EQUA558
Responsible Officer	John Freeman
Quality Control Officer	Saba Rai
Accountable Officer	John Williams
1. Purpose of the proposal	<p>This Equality Assessment describes the impact Covid 19 has had on day opportunities services across Birmingham since March 2020 and the actions taken to protect the lives of service users, carers and staff whilst also supporting day service providers.</p> <p>The assessment draws together the growing evidence of the disproportionate impact of Covid 19 on diverse and vulnerable service users and citizens across Birmingham, recognising that day opportunity service users and their carers are over-represented in these high-risk groups.</p> <p>Until there is a much more detailed understanding about the potential medium and long term impact of Covid 19, on both the citizens who are likely to access day opportunities and the way in which they can be delivered safely, it is not the right time to invest in the introduction of the draft Strategy and subsequent implementation. Therefore, the recommendation is made to Cabinet to terminate the draft Day Opportunities Strategy.</p> <p>Reassurance is provided of the positive response of day opportunity service providers since March 2020, many of whom have adapted their day centre-based provision to offer more agile targeted online and outreach activities, that maximise interaction but minimise the risk of Covid 19 infection. This has enabled important continuity of support and routine to be maintained for vulnerable service users, whilst also providing channels of communication between carers, providers and social care staff, whereby wellbeing and safeguarding issues can be addressed and escalated.</p>
2. Age details:	<p>The Council currently arranges a range of day opportunities for younger and older adults, including those with mental, physical, sensory and learning disabilities. Attention will be paid to ensuring that adults are not excluded from accessing their day opportunity of choice because of age.</p> <p>A review by <u>Public Health England</u> (PHE) (02 June 2020) into the disparities in the risk and outcomes of Covid 19, reports major inequalities in its impact. It identified age as the greatest risk factor, significantly impacting older age groups.</p> <p>National data shows that for those aged 9 to 64 years, the rate of death involving Covid 19 for disabled males was 6.5 times greater than those not disabled, while for females it was 11.3 times greater.</p>
3. Disability details:	<p>The Council currently arranges a range of day opportunities for younger and older adults, including those with mental, physical, sensory and learning disabilities. The Council intends for all disabled adults to continue to be supported as appropriate in line with eligible care needs.</p> <p>It is estimated that in 2019 around 50,860 adults aged 18-64 in Birmingham have a moderate disability and a further 14,287 have a serious physical disability. A substantially</p>

	<p>higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled. People with a disability are often vulnerable and can suffer from poorer health than the general population. They can also experience worse outcomes when the wider determinants of health are considered.</p> <p><u>ONS data</u> (02 March to 15 May 2020) reveals that there has been a disproportionately high number of deaths of disabled people during the pandemic. This analysis was done according to a person's disability status as recorded in the 2011 Census: people are counted as disabled if they said their daily activities were 'limited a little' or 'limited a lot' by a health problem or disability.</p> <p>The 'learning from deaths of people with learning disabilities' (LeDaR) programme has reported 43 per cent of deaths of people with learning disabilities were attributed to Covid 19 between 16 March to 5 June 2020. In the same period, 24 per cent of deaths in the general population were Covid 19 related.</p>
4. Gender details:	<p>Currently there is day care provision available that is gender specific to address cultural and religious needs.</p> <p>Public Health data shows that working age males are twice as likely to die as females from Covid 19.</p> <p>After adjusting for region, population density, socio-demographic and household characteristics, the relative difference in mortality rates between those 'limited a lot' and those not disabled, was 2.4 times higher for females and 1.9 times higher for males.</p>
5. Gender reassignment details:	<p>All day opportunities support and services, will continue to be required to be respectful and sensitive to specific needs related to this characteristic in line with The Equality Act 2010 and BCC Day Opportunities Quality Standards. The termination of the draft Strategy and the impact of Covid 19 on how day opportunities are provided and accessed, is not anticipated to have an adverse impact on adults accessing day opportunities with regard to gender reassignment.</p>
6. Marriage and civil partnership details:	<p>It is not anticipated that the termination of the draft Strategy and the impact of Covid 19 on how day opportunities are provided and accessed, will have an adverse impact on adults accessing day opportunities with regard to marital status.</p>
7. Pregnancy and maternity details:	<p>It is not anticipated that the termination of the draft Strategy and the impact of Covid 19 on how day opportunities are provided and accessed, will have an adverse impact on women who are pregnant whilst accessing such support.</p>
8. Race details:	<p>Currently there is provision available for adults, predominantly older adults, which is specific to Asian and Chinese communities. 40% of day care service users generally are from Black, Asian and minority ethnic (BAME) groups.</p> <p>It is highlighted that people from Black, Asian and minority ethnic (BAME) groups were more likely to die from Covid 19 than someone who is white British with people born outside the UK at greater risk.</p>
9. Religion or beliefs details:	<p>It is not anticipated that the termination of the draft Strategy and the impact of Covid 19 on how day opportunities are provided and accessed, will have an adverse impact on adults because of their religion or beliefs.</p>
10. Sexual orientation details:	<p>It is not anticipated that the termination of the draft Strategy and the impact of Covid 19 on how day opportunities are provided and accessed, will have an adverse impact on adults who are LGBT+ whilst accessing such support. Day opportunities will be inclusive of people of different sexual orientation. All support and services will be respectful and sensitive to specific needs related to this characteristic.</p>

11. Please indicate any actions arising from completing this screening exercise.	<p>The EA will be reviewed and amended as required. The first review of the EA will take place in March 2021.</p> <p>This assessment will be presented as an Appendix to the Cabinet Report, scheduled currently to go to the October 2020 Cabinet meeting. Mitigation of any identified potential adverse impact will be considered in future planning for day opportunities and factoring in any ongoing impact of Covid 19.</p>
12. What data has been collected to facilitate the assessment of this policy/proposal?	<p>Demographic data</p> <p>Social care client data</p> <p>Office of National Statistics data</p> <p>Public Health data</p>
13. Consultation analysis	There has not been any external consultation about the proposals in the report.
14. Adverse impact on any people with protected characteristics.	<p>Day Opportunities services benefit approximately 1600 citizens with a wide range of support needs, including older people, people with learning disabilities, autism, dementia, physical disability and people with mental ill health across the city.</p> <p>Termination of the draft Strategy will maintain the status quo of building based day care so all current service users will remain eligible to access such services but the impact of Covid 19 will, on reopening, mean reduced building capacity to ensure social distancing and infection control can be implemented. This will mean that most adults will have a reduced attendance at the centres. Outreach and other alternative solutions will be sought.</p> <p>However, this assessment is not able to describe how the S.149 duty can be discharged fully until a decision is made by cabinet regarding next steps.</p>
15. Could the policy/proposal be modified to reduce or eliminate any adverse impact on any particular group(s)?	<p>Termination of the draft strategy will maintain the status quo of building based day care provision so will not have an adverse impact on eligible citizens who currently access services.</p> <p>Minimising the adverse impact of Covid 19 on provision of day opportunities will be dependent on:</p> <ul style="list-style-type: none"> <li>• Increased safe reduction of infection control measures</li> <li>• Increased availability of alternative accessible community-based activity</li> <li>• A sustainable outreach support programme implemented by current day care providers that can respond to the challenges of seasonal changes</li> <li>• Birmingham not being subject to further lockdown measures</li> </ul>
16. How will the effect(s) of this policy/proposal on equality be monitored?	<p>Any proposed actions post-Cabinet will be monitored to ensure that they are compliant with the Equality Act 2010 and all relevant social care legislation.</p> <p>Provision of both internal and external day opportunities will be monitored to maintain accurate and up to date information about citizens who are receiving support.</p>
17. What data is required in the future to ensure effective monitoring of this policy/proposal?	<p>Monitoring of both building based and outreach activity and the recipients of such support will be implemented across internal and external provision.</p> <p>As the Covid 19 crisis continues, it will be important to gather insights and understand the impact of the temporary closure of centre-based day services caused by the pandemic.</p>
18. Are there any adverse impacts on any particular group(s)?  If yes, please explain your reasons for going ahead	<p>Across the wider group of adults who currently access day opportunities, there will be reduced access to services due to the impact of Covid 19 and the requirement to socially distance. This should not intentionally be a disproportionate impact on adults because of their protected characteristics. Attendance at day centres whilst social distancing and other restrictions remain in place, will be responsive to the wide range of support needs of the adults who are eligible for support from Adult Social Care.</p>

19. Initial equality impact assessment of your proposal	<p>In March 2020, Day Opportunity services delivered from day centres were closed in response to the Covid 19 outbreak and in line with government / public health guidelines on the closure of non-essential service provision, social distancing and shielding.</p> <p>Evidence emerged of the profound impact of Covid 19 on high risk citizens that are representative of the service users of day opportunity services. This evidence paints a worrying picture of the risk to both service users as well as their carers' from accessing centre-based services in closed environments. Individual risk to the service user due to their disability and co-morbidities is further compounded by risks associated with travel and transport to day centres alongside the challenge of social distancing within some of the buildings from which services are delivered.</p> <p>The inherent risk to staff providing support and care to service users must also be considered to allow a fuller picture to emerge of the impact of Covid 19 on the disruption to day opportunity services. Birmingham's rich population diversity suggests that many staff will fall into the groups identified at greater risk of severe outcomes related to Covid 19 infection. Some of the contributory factors include ethnicity, sex, underlying health conditions or social factors related to poverty, housing and family composition. Workforce analysis and risk assessments have been carried out and will inform how and when services can re-open safely.</p> <p>Prior to Covid 19, day opportunities services were provided solely from day centres, requiring service users to utilise a range of transport means to access the services. In addition, day opportunities service providers varied in size, operating from buildings that today may not be adaptable to comply with infection control measures. The current Government and Public Health guidance on social distancing significantly reduces the day opportunities capacity to approximately a third of pre-Covid 19 usages. In addition, transport arrangements are impacted upon due to the need to socially distance and the requirement to wear face coverings / masks.</p>
20. Consulted People or Groups – consultation process	<p>There was full consultation on the draft Day Opportunities Strategy in 2019. All relevant documentation remains available. There has not been a formal consultation on the proposal to terminate the draft strategy.</p>
21. Informed People or Groups	<p>The Cabinet Member for Health and Social Care, Opposition Group Leaders, Chair of Health and Social Care Overview and Scrutiny Committee were briefed regularly.</p> <p>The Council Leadership Team and the Adult Social Care Management Team were also engaged in the process. The Chair of the Health and Social Care Overview and Scrutiny Committee were briefed about this assessment.</p>
22. Summary and evidence of findings from your EIA	<p>In line with the council's duty under the Equality Act 2010 the day opportunities have specific relevance to the protected characteristics of disability, race, gender and age.</p> <p>Day Opportunity service providers have risen to the challenge and have been creative in their responses to the current Covid 19 crisis. They have offered a range of alternative and creative outreach services. These have included the provision of phone and online services, supply of meals, safe and well checks, home visits, support to carers, assistance with medical appointments and shopping deliveries. This flexible response of day opportunity providers during Covid 19 has enabled providers to maintain contact with vulnerable citizens and their carers in their homes.</p> <p>To avoid citizens and carers being left without support, effective steps continue to be taken to meet needs now. The Council continues to explore how to further shape and influence such areas as the development of community assets, employment options, personal</p>

	<p>assistant support, community access and the raft of cultural and education opportunities that Birmingham offers in response to reduced capacity of day centres, in order to maintain social distancing and to have an alternative offer available for citizens that they might choose to access.</p> <p>On the 10th July 2020, Social Care Institute for Excellence released guidance on ‘day care re-opening and safe delivery’ on behalf of DHSC. The key messages are:</p> <ul style="list-style-type: none"> <li>○ Plans will involve balancing risks and being flexible. They must be underpinned by continued Public Health England guidance and the Government’s planned phases for reopening the country and should comply with any future lockdowns.</li> <li>○ It is essential that there is an ongoing conversation between social workers, commissioners, providers and people who access day care services and their carers, and families about changing plans, people’s needs, and levels and types of support. This is an ongoing and iterative process.</li> <li>○ Consider the ‘journey’ the service and people who access day care are on – what happened during lockdown, the immediate future, and planning for the long term. There may be opportunities to do things in new and innovative ways.</li> </ul> <p>The service will continue to work with citizens, their carers and partners to offer day activities, as Social Workers commence a Person Centred Planning reassessment of citizens to ensure their needs are being met.</p> <p>Post-Cabinet the embryonic Equality Assessment will be reviewed. Any specific needs or support related to the protected characteristics will be addressed accordingly.</p>
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