

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Integrating Targeted Health And Social Care Services For Older People
Directorate	People
Service Area	Adults - Joint Commissioning
Type	New/Proposed Function
EA Summary	<p>This EA supported the Business Case to making Birmingham a great place to grow old in. As part of the Better Care Fund, Birmingham City Council, NHS and CCGs have committed to transform Birmingham's intermediate care services - those services supporting the recovery, reablement and rehabilitation of older people addressing their physical, mental health and social care needs.</p> <p>Intermediate care comprises of a range of targeted interventions to promote faster recovery from illness or injury, prevent unnecessary hospital admissions and premature admission to long - term residential care, support timely discharge from hospital and maximise independent living.</p>
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultat
- ion
- Additiona
- I Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

The business case sets out the cases for change to create a more integrated health and social care system for older people in the City. A system which is preventative in nature, by stopping or slowing down the need for crisis or more costly interventions through premature admissions to long - term residential care and by supporting timely discharge from hospital back into independent living settings either at or close to home.

There are a number of positive expected outcomes as a result of this change for the citizen our health partners and adult social care, these readily relate across to the Care Act 2014

- * Promotion of independence and wellbeing
- * Preventing or delaying care and support needs from becoming more serious
- * Promoting co operation and integration across health and social care

The benefits associated with a move towards greater alignment between adult social care and health include a more seamless journey for the Citizen, avoidance of duplication, removal of gaps, better VFM and an opportunity to innovate across organisations and deploy the skill sets of multi disciplines in the most effective way.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	Yes

Comment:

The function and policy will support older people to maximise their independence.

This will be through effective and timely interventions which focus on, preventing unnecessary or premature admissions, reablement at the right time and support to live at home or close to home.

Housing : To Meet The Needs Of All Current And Future Citizens	Yes
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Comment:

The policy and function will support older people to make real choices in terms of their community based housing options as part of their reablement.

Jobs And Skills: For An Enterprising, Innovative And Green City	No
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2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

By the right professionals responding more quickly to a crisis 2,900 to 3,500 older people will avoid acute hospital. By receiving therapy led enablement in their own homes 2,300 to 4,000 older people will live more independently.

Will the policy have an impact on employees?	Yes
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Comment:

There will be a positive impact on employees across both health and adult social care. By focusing upon the strengths of the Citizen, multidisciplinary practitioners will be empowered to:

- * work in partnership with the older person to find out what they want to achieve and understand what motivates them
- * focus on a person's own strengths and help them realise their potential to regain independence.
- * build the person's knowledge, skills, resilience and confidence
- * learn to observe and guide and not automatically intervene.
- * support positive risk taking
- * Staff will be empowered to co - design the solution
- * work across boundaries
- * have opportunities in terms of career pathways
- * enhanced staff roles
- * Development of new skills

As this is a pilot where we will be developing a new model with staff from the bottom up we do not yet know how many staff we will need in existing or newly created roles.

Will the policy have an impact on wider community?	Yes
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Comment:

By avoiding a sticking plaster approach by agencies and organisations, this will help tackle health inequalities for older people.

The approach also enables carers, family and friends to provide ongoing support within community based settings. The community at large also benefits from a diverse population profiles.

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

The business case sets out a proposed approach which will tackle fragmented services, inconsistency capacity and an overreliance on beds. Therefore it is anticipated that there will be improved outcomes for older people, better VFM which includes cashable benefits and longer terms cost avoidance.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Concluding Statement on Full Assessment

4 Review Date

17/05/19

5 Action Plan

There are no relevant issues, so no action plans are currently required.