

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Commissioning SCS Care Centres - Norman Power And Perry Trees
Directorate	People
Service Area	Adults - Specialist Care Services
Type	New/Proposed Function
EA Summary	This is an initial Equality Impact Assessment which will explore at a more overall level at this stage the impact of the proposed changes to Norman Power and Perry Trees Care Centres on service users and staff. It is being undertaken prior to any consultation taking place. It will seek to assess any disproportionate impact on the protected characteristics of Age, Disability, Gender Re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion & belief, gender, sexual orientation.
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Introduction

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

Overall Purpose

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
- Consultation
- Additional 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 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Function and expected outcomes?	<p>The Care Centres were originally set up to provide long and short term residential provision for people with dementia, as well as a range of other services to enable people to maximise their independence.</p> <p>The two Care Centres being assessed for this Equality Impact Needs Assessment are:</p> <p>Norman Power Centre Perry Trees Centre</p> <p>The Council feels it can no longer provide Residential Care in the Care Centres in a way which represents value for money when compared to providers of similar services within the care market. The Care Centres Project is set up to review the Care Centres and explore alternative options for their future provision.</p> <p>The alternative options could include:</p> <p>Exploring alternative uses for the Care Centres to meet gaps in the service delivery market, including exploring demand for high level nursing dementia care /enhanced assessment beds</p> <p>Exploring options for further integration and shared use with Better Care Fund (Systems Resilience) partners so that the Care Centres deliver better health and wellbeing outcomes for those who use the service</p> <p>Exploring options to transfer the operation of the Care Centres to other care providers in the market</p> <p>Exploring options to consolidate the residential units into one or more Care Centres.</p> <p>The review of the Care Centres will also contribute to the savings required by the Council as identified in the Budget 2016+ consultation document.</p>
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
<u>Comment</u> The review of Norman Power and Perry Trees Care Centres will provide an opportunity to explore broader alternative usage of the buildings with other agencies for the greater benefit to service users and the community. The review also aims to provide better value for money in the usage of the Care Centres for the public purse.	
A Fair City	No
A Prosperous City	No
A Democratic City	No

2.2 Individuals affected by the policy

Comment

The proposed changes to function and usage of the two Care Centres will impact on service users who are residents and their relatives/carers and friends, as well as wider stakeholders who either hire the facilities for community groups and services for community provision, or who access the services provided.

The different stakeholders will be affected by what the Care Centres will provide in the future delivery model which may include different NHS facilities which they may potentially access in the future.

The current service users of the Elders Groups (Older Adults Day Care provision) which is a service within the Care Centres will also be impacted by any changes to the two Care Centres. It should be noted that Older Adults Day Care provision is subject to a separate review as part of the Older Adults Day Care Project and therefore separate consultation for the elders Groups service users in the Care Centres is planned as part of this Project. It is acknowledged that it will be necessary to keep in touch with the time scales for this latter Project in respect of the Care Centres.

The proposal for the Care Centres includes a specific proposal for the Council to cease the residential services for older people so this will particularly impact on the current residents in each of the two Care Centres.

Current information as at June 2016

The number of residents at Norman Power Centre as of June 2016 is - 23

The number of residents at Perry Trees Centre as of June 2016 is - 32.

The majority of the service users who are residents in are in the older age banding:

70-79 years -19%

80-89 years -53%

90-99 years -27%

There is currently no separate data for service users who are the wider stakeholders at the Care Centres who attend community activities/groups. The service users who attend the Elders Groups are subject to a separate review under the Older Adults Day Care Project.

The majority of the service users that are residential have some form of dementia and or physical disability.

The Care Centres offer services which are open to people from all ethnic backgrounds. There is no data on the wider service users but for the existing residents of Norman Power and Perry Trees the current data shows

Perry Trees Service users who are residents as at June 2016 currently consist of the following citizens:

White – UK – 78.1%

Black-African Caribbean – 12.5%

Irish – 9.4%

Norman Power- Service users who are residents as at June 2016 currently consist of the following citizens:

Black-African Caribbean – 52.2%

White – UK – 39.2%

Pakistani – 4.3%

Irish – 4.3%

Comment

The proposed changes to the function and usage of the Care Centres will impact on the staff who may be at risk of redundancy. Total staff numbers to include care, facilities and catering staff as of June 2016 are:

Norman Power - 57

Perry Trees - 57

For the staff groups the largest affected age group across both Norman Power and Perry Trees Centres is 50-59

The break-down of age per staff group is:

Perry Trees Centre:

Care Staff-	30-39	-	14.29 %
	40-49	-	21.43 %
	50-59	-	60.71 %
	60-69	-	3.75 %

Facilities Staff (Catering)

	30-39	-	28.57 %
	40-49	-	nil
	50-59	-	42.86 %
	60-69	-	14.29 %

Facilities staff (Other Facilities)

	20-29	-	4.55
	30-39	-	nil
	40-49	-	13.64
	50-59	-	77.27 -(most affected cohort)
	60-69	-	4.55

Norman Power Centre

Care Staff-	30-39	-	12.12 %
	40-49	-	27.27 %
	50-59	-	57.58 %
	60-69	-	3.3 %

There are not large numbers of staff with declared disabilities at either of the Care Centres.

The staff gender ratio at both centres is that there is proportionately far more female staff who work in Care Catering and other facilities roles than males

There is a larger proportion of black and Asian staff than white UK staff within care, catering and other facilities roles at both centres.

Will the policy have an impact on wider community?	Yes
<p><u>Comment</u></p> <p>The proposed changes to the Care Centres may affect the wider community who use the current facilities/community groups and services at the Centres, or citizens who have relatives/friends in the residential parts of the Centres.</p> <p>It is anticipated that the exploration of alternative uses for the Care Centres, for example possible usage by NHS partners in multidisciplinary teams/support for enablement to help patients move out of hospital quicker to recover, could free up acute hospital beds for those that need them most and will open up a broader more holistic use for the Care Centres which the wider public may at some point benefit from.</p>	

2.3 Analysis on Initial Assessment

All of the protected characteristics were assessed to establish if the proposals will impact on them in the initial assessment, and those identified as relevant for the changes proposed to the Care Centres at this stage are Age, Gender, Race, Religion and Belief and Disability. These areas will therefore be the focus of the impact assessment at this stage. Gender Re-assignment, Sexual Orientation, Marriage and Civil Partnership and Pregnancy and Maternity have not been identified as relevant at this stage. The relevant protected characteristics have been identified following an analysis of service users and staff data. A full Impact assessment will be required and will be undertaken following completion of the formal consultation, which is scheduled to take 90 days .

The proposals for the Care Centre should have a positive impact on the council's key strategy of Public Service Excellence as the proposal aims to explore a more holistic usage for the care centres, working with partners e.g the NHS to benefit service users which also provides better value for money use of the facilities.

The proposals will clearly have an impact on current service users and existing staff at the Centres, and the formal consultation which will be undertaken will identify any specific impacts on these groups.

3 Concluding Statement on Full Assessment

4 Review Date

01/11/16

5 Action Plan

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