

SSA EQUALITY IMPACT AND NEEDS ASSESSMENT

Directorate	Adult Social Services
Service Area	Commissioning and Quality Standards
Service/policy/function being assessed	Commissioning the provision of care and support in extra care housing schemes.
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved	Josephine Brooks / Preeti Virk
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	14/12/2020
Date submitted to Directors' Board	

SUMMARY

Please summarise the key findings of the EINA

The purpose of this Equality Impact Needs Assessment is to assess the possible effects of commissioning care and support in two new extra care housing schemes, due to be built by Spring 2022.

There are three existing schemes in Wandsworth located across the borough. There are no plans to change the care and support commissioned in these schemes.

Users of this future provision are projected to be people who are currently living in the community whilst being supported by domiciliary care. This equalities impact needs assessment has been undertaken using data from the current cohort of domiciliary care users in order to map the impact on the projected future users.

Key findings:

- 77% of service users are 66 years of age or older.
- The majority of Wandsworth domiciliary care service users are female, who account for 61% of the cohort; 13% higher than the borough average.
- There is a gap in marital data; 90% of service users have not declared their marital status.
- 55% of Wandsworth domiciliary care service users are white and 25% are black or black British.
- There is a gap in religion data; 62% of service users have not declared their religious beliefs. 25% of service users identify as Christian.
- There is a gap in data pertaining to sexual orientation; 80% of Wandsworth domiciliary care service users' sexual orientation is not known. 20% of service users identify as heterosexual.
- There has been no significant negative impact identified as part of this assessment; the new provision of care and support in extra care housing commissioned by the Council will support people to remain at home for longer.

1. Background

Briefly describe the service/policy or function:

Overview

Extra care housing comprises of self-contained homes with design features and support services available to enable self-care and independent living. These are usually purpose built with 24/7 on site support which means that in the vast majority of cases people should be able to live there throughout their (elderly) life and reduce the need to go into a residential care home when their care needs increase. The level of support is dependent on and adaptable to the needs of the resident, meaning that the model is more flexible than domiciliary care so they receive flexible services, responsive to changing needs and individual circumstances on a day-to-day basis

Extra Care is a way of supporting older adults to live independently in their own homes, providing communal facilities like a shared communal lounge with with opportunities for social interaction and activities.

Extra Care is an important part of Wandsworth Borough Council’s strategic plan to maintain people’s independence in their home while providing suitable levels of care when needed. Where possible, people are encouraged to perform tasks themselves, rather than having things done for them.

Policy and legislative context

Under the Care Act 2014, local authorities have an array of statutory duties such as;

- Promote individual well-being
- Prevent needs for care and support
- Promote integration of care and support with health services etc.

A fundamental component of the Care Act is the 'suitability of accommodation' in meeting the at home care and support needs of older and vulnerable people.

Extra care market context

Current provision

Wandsworth Borough Council currently purchases care and support services from two registered homecare agencies, who provide care and support in three extra care housing schemes. Across these three schemes approximately 2,575 hours of care and support are commissioned per week, supporting up to 103 adults with eligible social care needs based on data accurate as of 10th November 2020.

In Wandsworth, the three Extra Care Housing Schemes are currently accessible to people aged 55 years and older as well as some younger working age adults who meet the eligibility criteria.

Service	Chestnut House	Ensham House	Prince of Wales Drive
Location	Roehampton	Tooting	Battersea

Flats	41 flats in scheme: 7 two-bedroom flats and 34 one-bedroom flats.	45 flats in scheme: 5 two-bedroom flats and 40 one-bedroom flats	58 flats in scheme; comprised of two buildings. Mary Court is a 36-accommodation unit scheme (one bed flats) and Joan Bartlett House is a 30-accommodation unit scheme (one bed flats) 22 are presently extra care flats 8 are sheltered housing.
Housing Provider	Paragon	Optivo	Optivo
Service delivery model	Core and flexi	Core and flexi	Block with spot
Number of service users (as of the week commencing the 26th of November).	29	36	39
Block commissioned hours.	650	800	1,000

Summary of the new schemes

St. Johns Hill

St John's Hill development (near Clapham Junction) is being built by Peabody. This comprises of the regeneration of a 1930s Peabody estate due to the accommodation not meeting the needs of the residents. This development of 528 new homes will include an extra care scheme consisting of 41 flats across 9 floors. There will be 8 apartments per floor. Revised planning permission was submitted in October 2017 for another two floors, increasing it to 11 floors and 54 flats (the top two floor have 13 additional flats) and change in tenure to older persons social rent only and the removal of basement car parking. DASS has not endorsed these extra floors. The status of the planning application is approved. Should the POWD service be decanted into this scheme, adult social services may require the additional 13 units on the top 2 floors.

Alton Road

Alton Road is a residential development set in Roehampton which previously was used by the Pocklington Trust to house blind or partially sighted tenants. The new development by Optivo will deliver 97 new units and an Extra care scheme comprising of 42 flats, across two blocks all of which are one bedroom, two-person flats.

Service	St John's Hill	Alton Road
Location	Clapham Junction	Roehampton
Flats	41 (54)	41
Housing Provider	Peabody	Optivo
Projected Completion Date	Spring 2022	Spring 2022

Summary of need

In Wandsworth, the number of people in all age groups are predicted to increase by 2035. Recognising the Council's strategic direction to maintain people's independence in their home while providing suitable levels of care when needed, the Council needs to ensure there is sufficient capacity in the extra care market to meet demand. St John's Hill and Alton Road extra care schemes will provide 82 additional flats for people with eligible needs.

Proposals for the future model of care delivery

The Council will be tendering new care provision, ensuring it:

- responds flexibly to tenant needs
- makes extra care a real alternative to residential care for tenants
- creates a lively, social environment to grow old in.

Options Appraisal:

Benchmarking undertaken has indicated that there are several models of service delivery. The most commonly used are the following three:

Option 1. Block Contract model: This fixes the costs and number of hours provided. However, this does not align with the CQC requirement of providing choice and control to the service user.

Option 2. Block Contract with additional 'spot' purchased hours: As above but have a reduced number of block hours which does not cover all placements but there is a mechanism to purchase additional spot hours based on service users care needs.

Option 3. Core and flexible hours: The 'core' can comprise the 24/7 staffing of the service including scheme management and the planned care will be billed flexi hours.

The Council is undertaking soft market engagement with the provider market on possible options and other key considerations of the service that will inform the future design and service specification.

2. Analysis of need and impact

Protected group	Findings						
Age	Projecting Adult Needs: Wandsworth						
	Age Group	2020	%	2025	2030	2035	2040
	18 - 64	234,600	88%	238,300	240,200	243,400	245,900
	65 - 74	17,700	6.4%	19,000	22,500	25,700	27,200
	75 - 84	10,400	4%	11,900	13,200	14,400	17,100
	85+	4,000	1.5%	4,800	5,200	6,400	7,100
	Source: POPPI and PANSI 2020						
	Age of current Wandsworth domiciliary care service users (November 2020 snapshot)						
	Age Group	Total Number		%			
	18 - 64	226		23%			

	65 - 74	156	16%																								
	75 - 84	276	28%																								
	85+	322	33%																								
	Total	980	100%																								
	Source: Mosaic client information system - DASS Performance Team (November 2020 snapshot)																										
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Disability	Projecting Adult Needs: Wandsworth																										
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	<ul style="list-style-type: none"> • There is a significantly higher proportion of people in receipt of domiciliary care with a physical support need than those in the borough with impaired mobility. • In order to receive domiciliary care, individuals are assessed to have eligible needs related to a physical, mental or learning disability. Therefore, it is expected that this cohort's disability profile would be higher than the borough average. • There are limitations to the disability data available for people in receipt of domiciliary care. The data available lists only their primary need, which gives a limited representation of their disability status. 																											
Gender identity	<p>Breakdown of Wandsworth population by gender:</p> <table border="1" data-bbox="453 602 1402 777"> <thead> <tr> <th>Gender</th> <th>Wandsworth total</th> <th>% of total population</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>159,783</td> <td>48%</td> </tr> <tr> <td>Female</td> <td>172,742</td> <td>52%</td> </tr> <tr> <td>Total</td> <td>332,525</td> <td>100%</td> </tr> </tbody> </table> <p>Source: Data Wand 2020</p> <p>Gender of current Wandsworth domiciliary care service users</p> <table border="1" data-bbox="453 880 1402 1043"> <thead> <tr> <th>Gender</th> <th>Total Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>600</td> <td>61%</td> </tr> <tr> <td>Male</td> <td>380</td> <td>39%</td> </tr> </tbody> </table> <p>Source: Mosaic client information system - DASS Performance Team (Snapshot November 2020)</p> <p>Analysis.</p> <ul style="list-style-type: none"> • There are more female service users accessing domiciliary care services in Wandsworth than male service users. • There are more female service users accessing domiciliary care services than the borough average. 	Gender	Wandsworth total	% of total population	Male	159,783	48%	Female	172,742	52%	Total	332,525	100%	Gender	Total Number	%	Female	600	61%	Male	380	39%						
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Marital status and civil partnership.	<p>Census data 2011</p> <p>Data from the 2011 census shows there are 83,428 (33%) people in Wandsworth who are married, 138,767 (54%) who are single, and 9,456 who are widowed (4%).</p> <p>Wandsworth domiciliary care service users by marital status</p> <table border="1" data-bbox="453 1621 1402 1935"> <thead> <tr> <th>Marital status</th> <th>Total Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Divorced</td> <td>X</td> <td>0.1%</td> </tr> <tr> <td>Married</td> <td>69</td> <td>7%</td> </tr> <tr> <td>Separated</td> <td>X</td> <td>0.2%</td> </tr> <tr> <td>Single</td> <td>24</td> <td>2.4%</td> </tr> <tr> <td>Widowed</td> <td>X</td> <td>0.3%</td> </tr> <tr> <td>Civil Partnership</td> <td>X</td> <td>0.1%</td> </tr> <tr> <td>Not stated</td> <td>880</td> <td>90%</td> </tr> <tr> <td>Total</td> <td>980</td> <td>100%</td> </tr> </tbody> </table> <p>Source: Mosaic client information system - DASS Performance Team (Snapshot November 2020)</p>	Marital status	Total Number	%	Divorced	X	0.1%	Married	69	7%	Separated	X	0.2%	Single	24	2.4%	Widowed	X	0.3%	Civil Partnership	X	0.1%	Not stated	880	90%	Total	980	100%
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<p>Sexual orientation</p>	<p>The 2011 Census did not have a question regarding sexual orientation.</p> <p>Nationally, it is estimated that the gay, lesbian and bisexual population in England and Wales constitute between 5% and 7% of the population.</p> <p>The ONS Integrated Household Survey (2011) reports that 1.5% of the population describe themselves as being gay, lesbian or bisexual. In London, this figure rises to 2.5%. Other studies suggest that areas such as London and Brighton have larger percentage (10%) of people who identify as gay lesbian or bisexual, this could be due to individuals not stating their sexual orientation.</p> <p>The Council has only recently begun to collect sexual orientation data (as of October 2017), and there is limited sexual orientation data related to domiciliary care service users.</p> <p>Breakdown of Wandsworth domiciliary care service users by sexual orientation</p> <table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Heterosexual/Straight</td> <td>20%</td> </tr> <tr> <td>Homosexual</td> <td>0.1%</td> </tr> <tr> <td>Bisexual</td> <td>0%</td> </tr> <tr> <td>Prefer not to say</td> <td>0.5%</td> </tr> <tr> <td>Unknown</td> <td>80%</td> </tr> </tbody> </table> <p>Analysis.</p> <ul style="list-style-type: none"> • The majority of Wandsworth domiciliary care service users' sexual orientation is unknown. 	Sexual Orientation	%	Heterosexual/Straight	20%	Homosexual	0.1%	Bisexual	0%	Prefer not to say	0.5%	Unknown	80%								
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Across groups i.e. older LGBT service users or bme young men	Gender and ethnicity (female Black/Black British).	158 people
	Age and disability (65+ support need).	149 people
	Age and gender (female 65+)	485 people
	Analysis. <ul style="list-style-type: none"> • There are 158 people in receipt of domiciliary care and support who are Black/Black British and female. • There are 149 people in receipt of domiciliary care and support aged 65+ who have a physical support need. • There are 485 people in receipt of domiciliary care and support who are aged 65+ and female. 	

Other areas of analysis and impact

Access to services – geography	Geography can be a challenge in securing care providers and care workers to deliver services in some parts of the borough. This impacts all service users irrespective of protected characteristics. There has been anecdotal feedback to suggest Roehampton has been challenging to secure care workers for due its lack of good transport links.
Fee rate and geography	Recognising the potential challenging geography of the borough, providers may charge different fee rates for areas of the borough where they struggle to recruit and retain care workers.

Data gaps

Data gap(s)	How will this be addressed?
Gender reassignment	The Council now collects this data as of October 2017 however there has been no data recorded for gender reassignment since its addition to the mosaic client information system.

1. Impact

Protected group	Positive	Negative
Age	The service is predominately for people over 55 years of age, however there may be some exceptions which are assessed on an individual case basis.	The data shows that younger adults (under 55) make up 11% of domiciliary care service users. As extra care is predominantly for older people over 55 years of age, younger adults may be negatively impacted. However, it is difficult to measure the impact on younger people in relation to projected

Protected group	Positive	Negative
	<p>The services will create increased capacity in the provision of care and support in extra care housing commissioned by the Council, which will support people to remain at home for longer. It is one of a range of options available to people to who seek the support of the Adult Social Care to remain safe at home.</p>	<p>extra care cohort for this new provision as we cannot accurately predict how their needs will develop over time.</p> <p>The provision of care and support in extra care housing is one of a range of options available to people to who seek the support of the Adult Social Care to remain safe at home.</p>
Disability	<p>The services will create increased capacity in the provision of care and support in extra care housing commissioned by the Council, which will support people to remain at home for longer.</p>	<p>No positive or negative impacts have been identified.</p>
Gender identity	<p>The services will create increased capacity in the provision of care and support in extra care housing commissioned by the Council, which will support people to remain at home for longer.</p>	<p>The data shows that more female residents are in receipt of domiciliary care and support than the borough average. Entry into an Extra care service is based on assessment of need and not the gender of the individual, hence there is no evidence to suggest that there will be a negative impact on anyone based on their gender ,</p>
Gender reassignment	<p>No positive or negative impacts have been identified</p> <p>Bidders and providers awarded contracts in the re-tender of extra care services will be expected to ensure that all service users are treated as individuals and their needs are met through adopting a person-centered approach.</p> <p>Any necessary adjustments to the support provided to the individual during gender reassignment will be assessed by the allocated social worker employed by the Council. Providers will risk assess any staff member in accordance with health</p>	<p>No positive or negative impacts have been identified.</p>

Protected group	Positive	Negative
	<p>and safety guidance as laid down by the employment law.</p> <p>Through the invitation to tender bidders will be asked to submit their equality and diversity policy and confirm they are compliant with equalities legislation.</p>	
Marital status	There is no evidence to suggest these proposals will have a disproportionately positive impact on anyone based on their marital status	Entry into an Extra care service is based on assessment of need and not on the marital status of the individual, hence there is no evidence to suggest that there will be a negative impact on anyone based on their marital status.
Pregnancy and maternity	<p>As above.</p> <p>Any necessary adjustments to the support provided to the individual during pregnancy will be assessed by the allocated social worker employed by the Council. Providers will risk assess any staff member in accordance with health and safety guidance as laid down by the employment law.</p>	As above.
Race/ethnicity	<p>As above.</p> <p>All providers will continue to be required to comply with Equalities and Anti-Discriminatory Legislation, and the appropriate policies and legislation used by the council.</p> <p>The service specification will require providers to adopt a person-centered approach to their service. This will involve taking into account any cultural needs of that individual and responding to these to ensure that person's needs are met.</p>	As above.
Religion and belief,	As above.	As above.

Protected group	Positive	Negative
including non-belief	Extra care providers submitting a tender response will be required to submit their equality and diversity policy as part of the tender process. In delivering a personalised service contracted providers will respect individual's choice in relation to religion and belief and undertake any support in accordance with those beliefs supported by a risk assessment if necessary.	
Sexual orientation	As above. The service specification will require providers to adopt a person-centered approach to their service. This will involve taking into account any needs of that individual and responding to these to ensure that person's needs are met.	As above.

Impact of other key issues

Key issue	Positive	Negative
Access to services – geography	Continual engagement with providers may help to address potential issues such as recruitment and retention.	
The Council's workforce	The new contract will require the Council and providers to develop partnership relations. Adult Social Care Commissioning continues to provide regular updates to internal stakeholders and is involving them through the course of this project.	Support will need to be put in place for operational staff to understand the new contractual arrangements in the schemes.

2. Actions

ACTION PLAN

Issues identified	Action	Lead officer	Deadline
Underutilisation of scheme	Develop robust plans to Identify potential tenants and communications with operational teams to place tenants.	Commissioning team in conjunction with Operational team(s).	Ongoing throughout the procurement and mobilisation process.

3. Consultation. (optional section– as appropriate)

To date we have undertaken engagement with internal and external stakeholders in the following forums:

- Extra care provider market through a questionnaire sent out and due to be returned by 1st December returned October 2020.
- Existing extra care service users through a questionnaire and face to face consultation during October and November 2020.
- Operational staff meetings throughout October 2020.
- DASS Commissioning Board, which includes membership from commissioning, operations, procurement etc.
- An extra care procurement project group is contributing to the development of the specification and includes membership from operations, commissioning, quality assurance, procurement and finance.