

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	<b>Adult Social Care and Public Health</b>
<b>Service Area</b>	<b>Commissioning</b>
<b>Service/policy/function being assessed</b>	<b>Reablement and Recovery</b>
<b>Which borough (s) does the service/policy apply to</b>	Wandsworth
<b>Staff involved in developing this EINA</b>	Hana Alipour-Mehraban, Senior Commissioning Manager (Older People, Phys & Sens) Caroline Coles, Commissioning Officer (Service Development) Abdul Muktadir, Commissioning Officer (Policy and Projects)
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	11.12.2023
<b>Date submitted to Directors' Board</b>	

### 1. Summary

The Recovery and Reablement service provides a short-term care and support to vulnerable adults in their own homes following an acute health crisis. It enables timely hospital discharge by providing intensive intervention and assessment, which ensures safety at home and consideration of ongoing delivery pathways. The Recovery Service is support for a period of up to 5 days, but may take longer for people with complex needs, to determine if the person has reablement potential and can progress into the Reablement Service or if a long-term domiciliary care package is more appropriate. Reablement services provide short-term care to people to maximise their independence. The service includes therapy, equipment, care provision and voluntary sector support. It is the statutory duty of a local authority to arrange and/or provide services, such as this, to promote wellbeing and maximise independence.

Historically two providers have delivered this service borough-wide, and although they have performed well, a review identified that this model can make it challenging for provider to roster the workforce and for it to be financially viable, unless there is another care package in the vicinity. The Wandsworth service model has been reconfigured from October 2023 to a three locality-based model. These localities have been aligned to the Primary Care Network (PCN) and adult social care localities. This will allow greater service integration and continuity of care. Additionally, it will provide stability to successful providers by guaranteeing work in a geographical patch which will in turn support provider recruitment and retention.

The service model being proposed for the new contract is to continue with the locality-based model but to have three providers in total, with one provider delivering all recovery and reablement packages per locality. All three providers will also be expected to cover packages across boundaries for each other if necessary and they have the capacity to do so. Additional capacity will also be provided through the LBRUT platform – lot 5 WBC contingency, in the event that the locality providers cannot accept a package in their area.

Whilst the profile of service users accessing these services are quite specific, in terms of residents being of an older age, there are some significant findings from the EINA. There is an overrepresentation of females accessing these services, with a greater proportion of widowed residents. Additionally, through analysis of CACI Household Acorn data, there are higher households who access these services from “financially stretched” or “urban adversity” households compared to the proportion of these categories in Wandsworth as a whole. It is envisioned that through this redesigned service model, there will be positive outcomes for these households, as well as greater work to investigate and improve uptake of these services from males.

Finally, there are significant data gaps for religion and sexual orientation. Therefore, it is imperative that going forward, the new contract monitoring framework includes enhanced equality reporting, as well as monitoring equality outcomes. This is also an issue faced by other council services, so the council should also focus on collecting this important data.

**2. Evidence gathering and engagement**

**a. What evidence has been used for this assessment?**

Evidence	Source
Reablement and Recovery Service Use	Weekly Provider Reports from DASC PH Information Report Share
National Data	ONS Census 2021
Geodemographic Segmentation of UK Households	CACI- Household Acorn

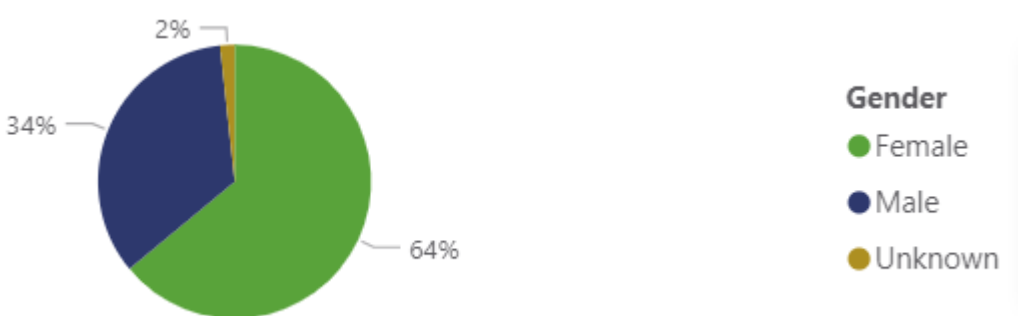
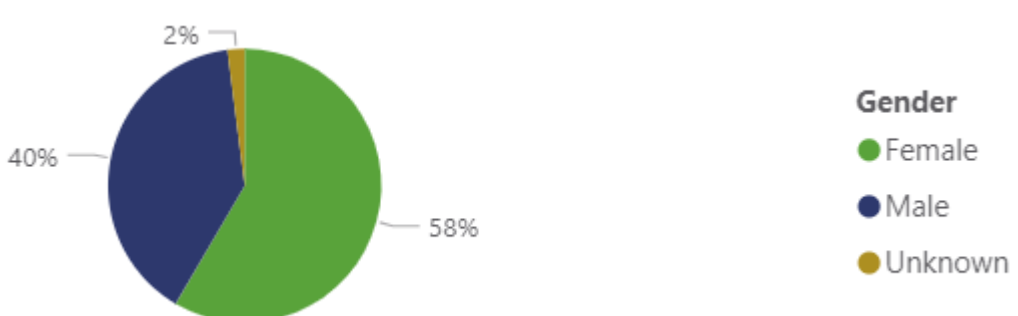
*This evidence has been summarised into a Microsoft Power BI report. This can be viewed [here](#).*

**b. Who have you engaged and consulted with as part of your assessment?**

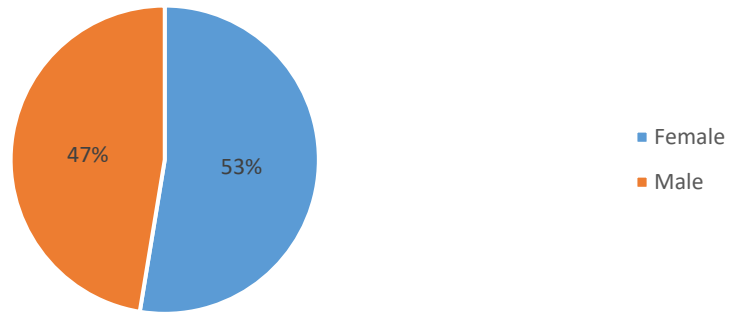
Due to the nature of recovery and reablement services, where service use is relatively low and referrals to these services are managed externally, engagement has not been conducted at this stage. There may be scope for engagement in the future, and this will be looked at in partnership with our key stakeholders who are involved in reablement and recovery services. There will be a contract requirement for the providers to seek feedback from clients on their experience of using the service and this should then be used to inform service improvement and development.

### 3. Analysis of need

Protected group	Findings																														
Age	<ul style="list-style-type: none"> <li> <b>Reablement 2022-2023 Service Use Age Breakdown</b> <table border="1"> <caption>Reablement 2022-2023 Service Use Age Breakdown</caption> <thead> <tr> <th>Age group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>85+</td> <td>44%</td> </tr> <tr> <td>75 - 84</td> <td>34%</td> </tr> <tr> <td>65 - 74</td> <td>14%</td> </tr> <tr> <td>18 - 64</td> <td>7%</td> </tr> </tbody> </table> </li> <li> <b>Recovery 2022-23 Service Use Age Breakdown</b> <table border="1"> <caption>Recovery 2022-23 Service Use Age Breakdown</caption> <thead> <tr> <th>Age group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>85+</td> <td>37%</td> </tr> <tr> <td>75 - 84</td> <td>34%</td> </tr> <tr> <td>65 - 74</td> <td>18%</td> </tr> <tr> <td>18 - 64</td> <td>11%</td> </tr> </tbody> </table> </li> <li> <b>Wandsworth Population Breakdown (ONS Census 2021)</b> <table border="1"> <caption>Wandsworth Population Breakdown (ONS Census 2021)</caption> <thead> <tr> <th>Age group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>18-64</td> <td>88%</td> </tr> <tr> <td>65-74</td> <td>6%</td> </tr> <tr> <td>75-84</td> <td>4%</td> </tr> <tr> <td>85+</td> <td>2%</td> </tr> </tbody> </table> </li> </ul>	Age group	Percentage	85+	44%	75 - 84	34%	65 - 74	14%	18 - 64	7%	Age group	Percentage	85+	37%	75 - 84	34%	65 - 74	18%	18 - 64	11%	Age group	Percentage	18-64	88%	65-74	6%	75-84	4%	85+	2%
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	<ul style="list-style-type: none"> <li>• <b>Key Points:</b> <ul style="list-style-type: none"> <li>○ Reablement and Recovery services are focused amongst the older population of Wandsworth. The majority of service users for reablement (44%) and recovery (37%) are in the 85+ age group. Overall, as expected due to the nature of the service, 88% of reablement service users are 65+ and 89% of recovery service users are 65+.</li> <li>○ Expectedly, this is in contrast to the overall population breakdown of Wandsworth, where only 12% of residents are over 65.</li> <li>○ According to GLA projections, it is expected that the 65+ population of Wandsworth will increase by 45% by 2037, whereas it is expected that there will be a decrease of 2% in the same period for those aged between 18 and 64. Therefore, we can expect that the potential numbers who may access reablement and recovery services will increase in the future.</li> </ul> </li> </ul>																
<p><b>Disability</b></p>	<ul style="list-style-type: none"> <li>• <b>Number of Reablement Service Users 2022-23 With a Physical or Sensory Disability As Primary Need: 13 (8%)</b></li> <li>• <b>Number of Recovery Service Users 2022-23 With a Physical or Sensory Disability As Primary Need: 65 (11%)</b></li> <li>• <b>Wandsworth 2021 Census Disabled Under the Equality Act: Day-to-day activities limited a lot/a little: 11.4%</b></li> <li>• <b>Key Points:</b> <ul style="list-style-type: none"> <li>○ Numbers of residents who receive reablement and/or recovery services with a physical/sensory disability as their primary need are similar to the overall levels of disability (as defined by the Equality Act) in Wandsworth.</li> </ul> </li> </ul>																
<p><b>Sex</b></p>	<ul style="list-style-type: none"> <li>• <b>Reablement 2022-2023 Sex Breakdown</b></li> </ul>  <table border="1"> <caption>Reablement 2022-2023 Sex Breakdown</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>64%</td> </tr> <tr> <td>Male</td> <td>34%</td> </tr> <tr> <td>Unknown</td> <td>2%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>• <b>Recovery 2022-2023 Sex Breakdown</b></li> </ul>  <table border="1"> <caption>Recovery 2022-2023 Sex Breakdown</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>58%</td> </tr> <tr> <td>Male</td> <td>40%</td> </tr> <tr> <td>Unknown</td> <td>2%</td> </tr> </tbody> </table>	Gender	Percentage	Female	64%	Male	34%	Unknown	2%	Gender	Percentage	Female	58%	Male	40%	Unknown	2%
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• **Wandsworth Sex Breakdown (ONS Census 2021)**



• **Key Points:**

- There are a greater proportion of females who receive reablement (64%) and/or recovery (58%) services compared to the overall female proportion (53%) of Wandsworth.
- For reablement services, there is a significant majority of females who receive this service (64%) compared to males (34%).
- Whilst this trend is similar for recovery services, the proportion is slightly less, with females at 58% and males at 40%.
- This suggests that females are overrepresented in both reablement and recovery services.

**Gender reassignment**

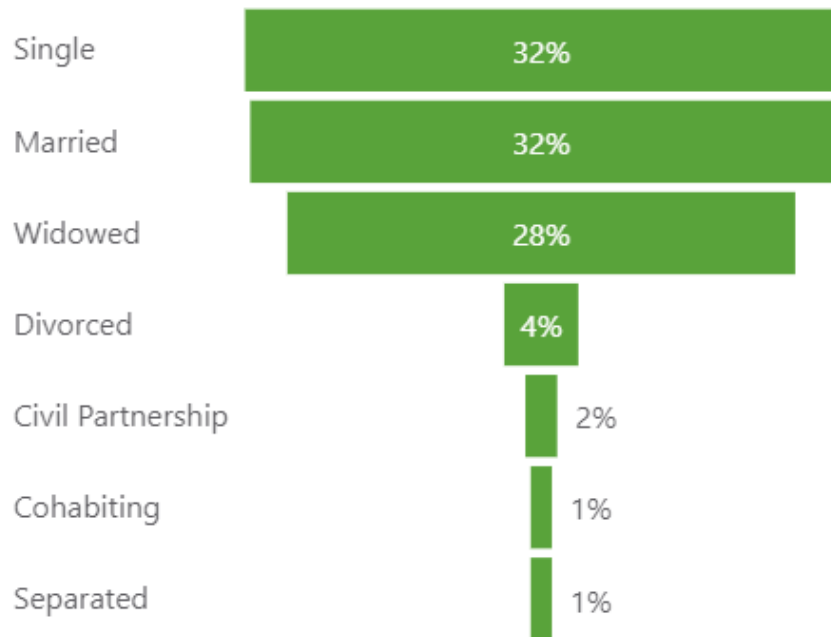
• **Wandsworth 2021 Census: Gender Identity (Aged 16 and Over) %**

Gender identity the same as sex registered at birth	92.9
Gender identity different from sex registered at birth but no specific identity given	0.3
Trans woman	0.1
Trans man	0.1
Non-binary	0.1
All other gender identities	0.1
Not answered	6.5

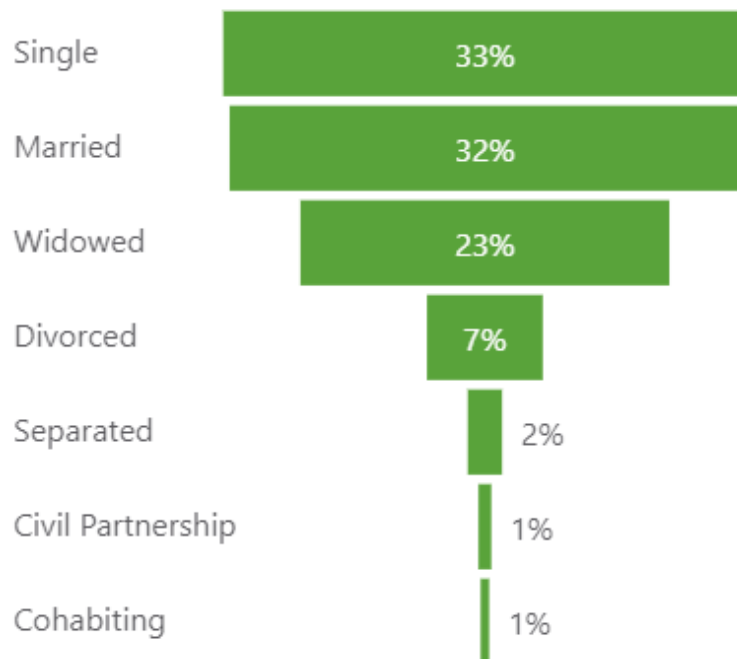
- Gender identity is currently not collected as part of weekly provider reports, nor by the Council as a whole. Therefore, we have no data currently on gender reassignment for service users who receive reablement and/or recovery services.

**Marriage and civil partnership**

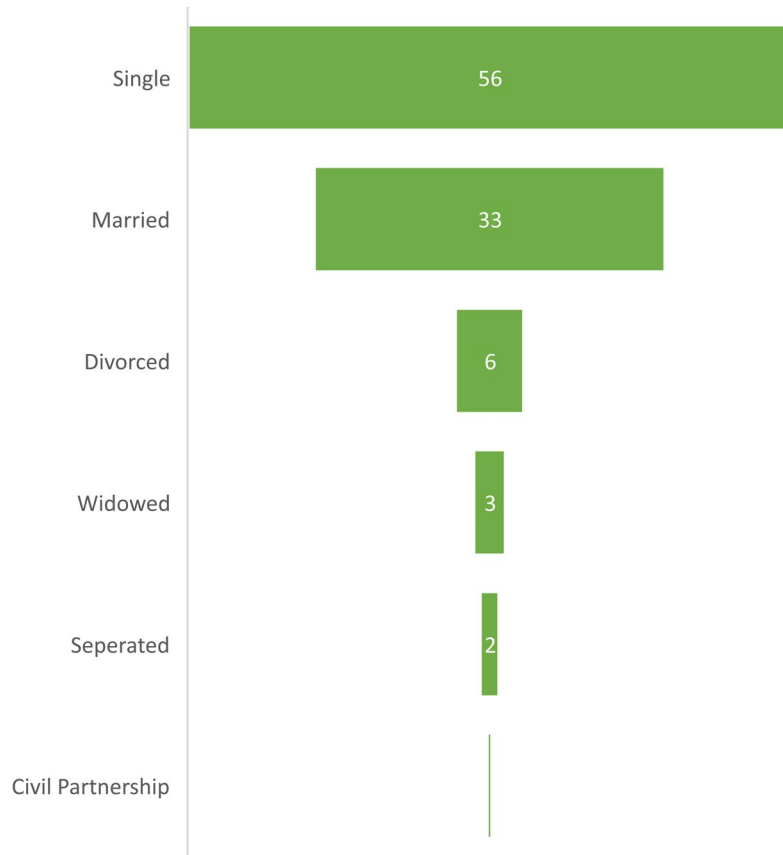
• **Reablement 2022-2023 Marriage Breakdown**



• **Recovery 2022-2023 Marriage Breakdown**



• **Wandsworth 2021 Marriage Breakdown (ONS Census 2021)**



• **Key Points**

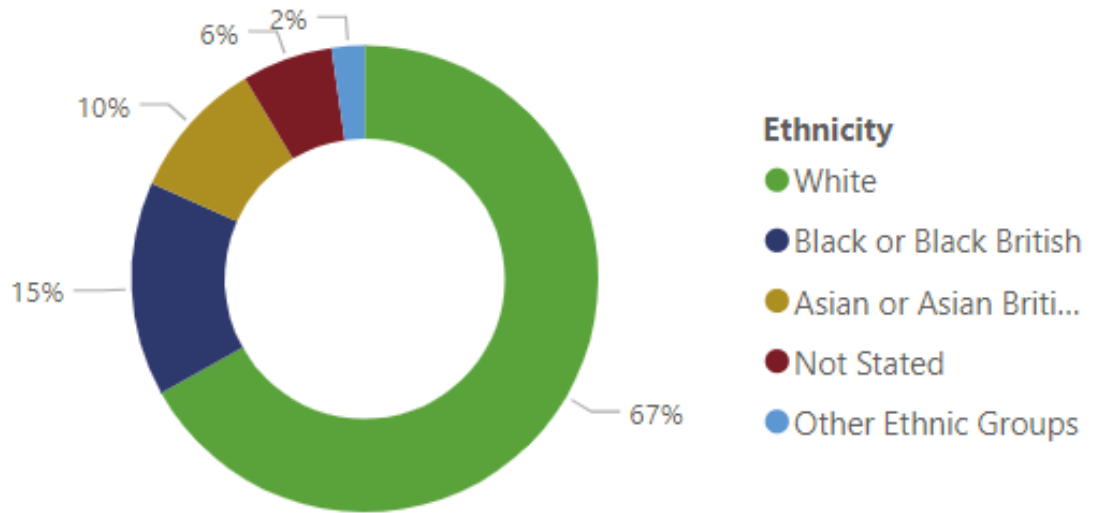
- There is a significantly higher proportion of widowed residents receiving reablement (28%) and/or recovery (23%) services compared to Wandsworth as a whole (3%).
- This overrepresentation can be accounted by the smaller proportion of residents who are single receiving reablement (32%) and/or recovery (33%) services, compared to Wandsworth as a whole (56%).
- The number of service users receiving reablement and/or recovery services who are married is similar to the proportion of those who are married in Wandsworth as a whole.

**Pregnancy and maternity**

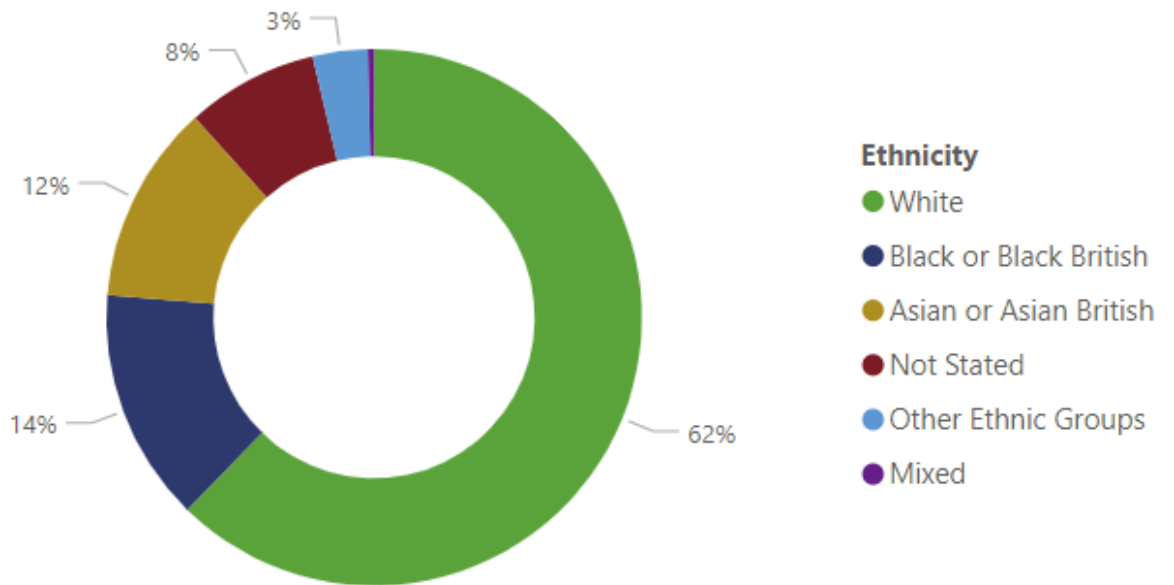
There currently is no data available on pregnant users of the recovery and/or reablement service. However, due to the age profile of people accessing the current services (89% to 93% being aged 65 and over) this characteristic has been estimated as being of low impact.

Race/ethnicity

• Reablement 2022-2023 Ethnicity Breakdown

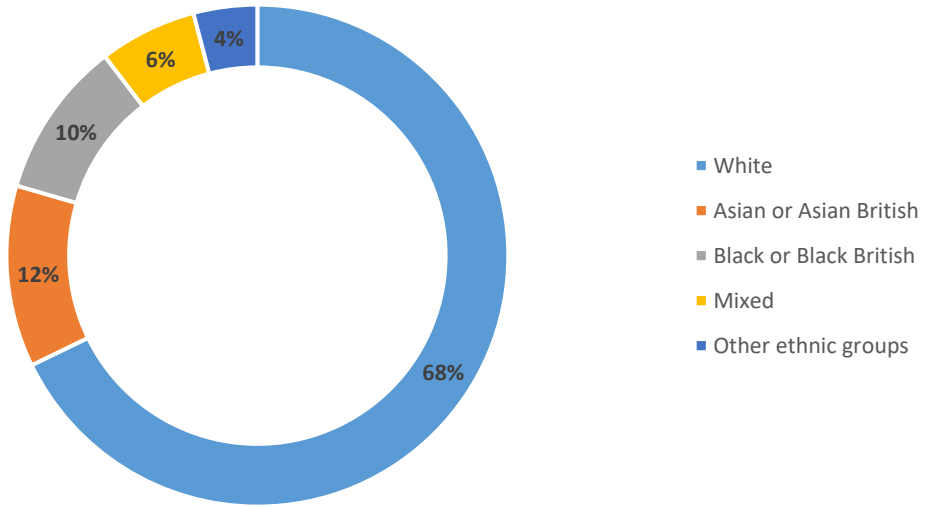


• Recovery 2022-2023 Ethnicity Breakdown



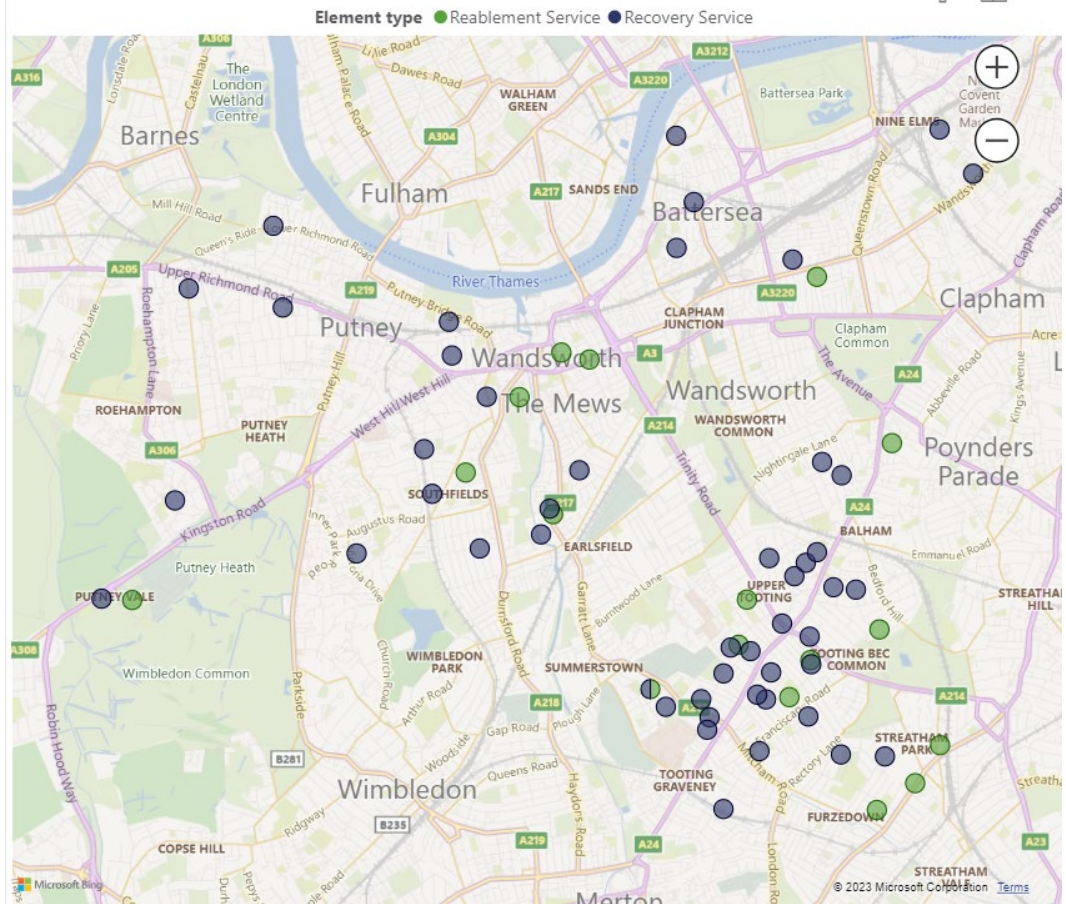


• **Wandsworth Ethnicity Breakdown (ONS Census 2021)**

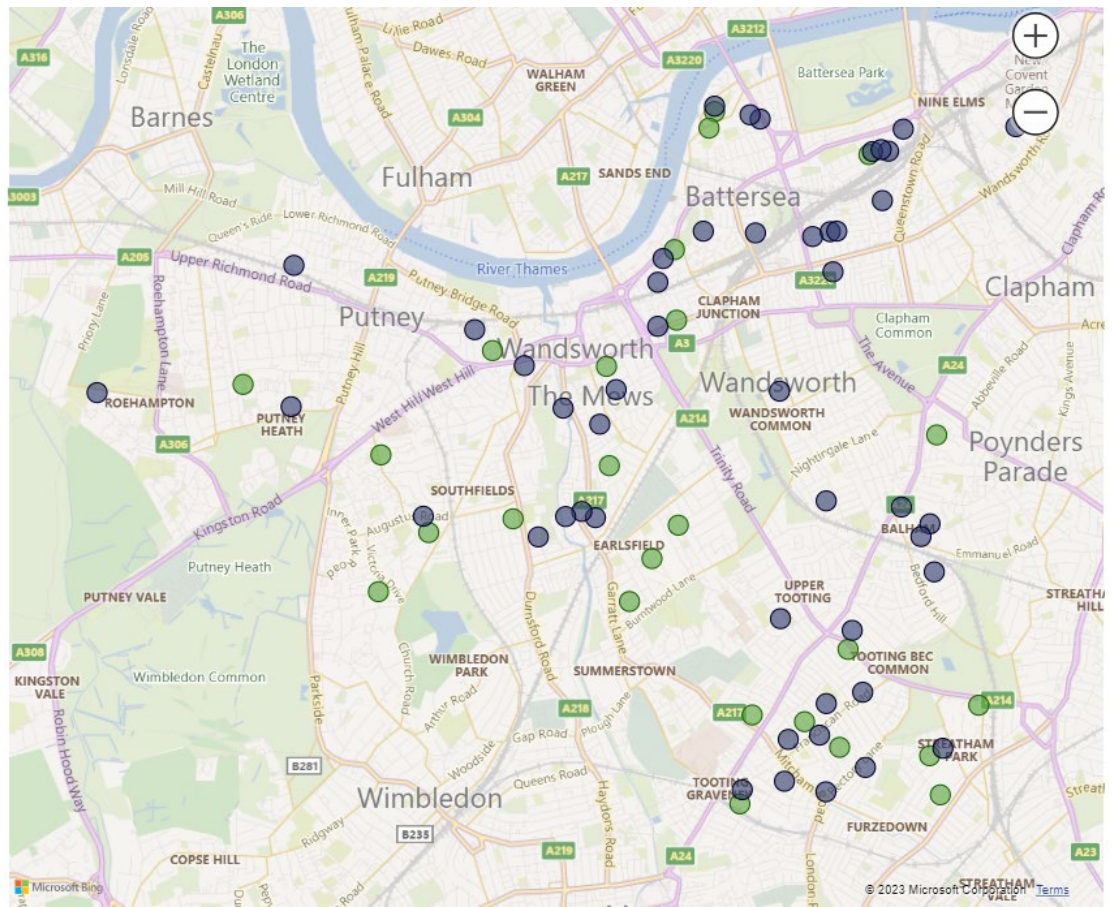


• **Reablement and Recovery Ethnic Group Mapping**

*Asian or Asian British*



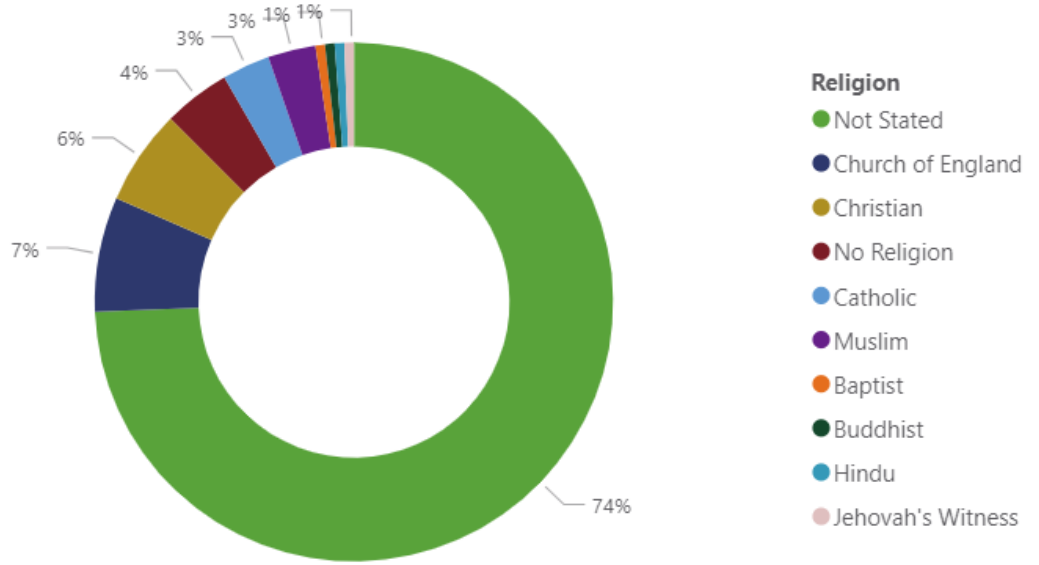
**Black or Black British**



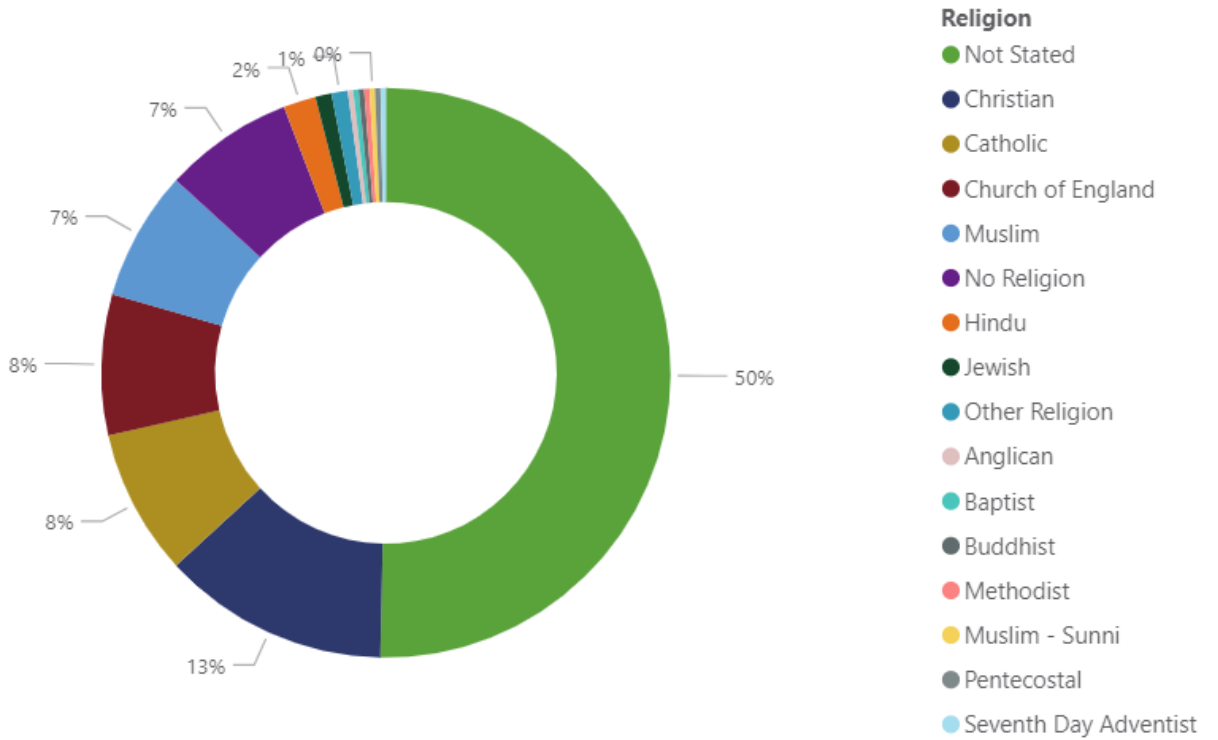
- **Key Points:**
  - The proportion of ethnic groups for reablement and recovery services are broadly similar to the overall ethnic breakdown of Wandsworth.
  - Whilst there is a spread of reablement and recovery services across Wandsworth for all ethnic groups, specifically, for Asian or Asian British residents, there is a greater cluster in the South and Southeast of the borough. For Black or Black British residents, there are clusters in the North, Northeast, South and Southeast of the borough.

**Religion and belief, including non-belief**

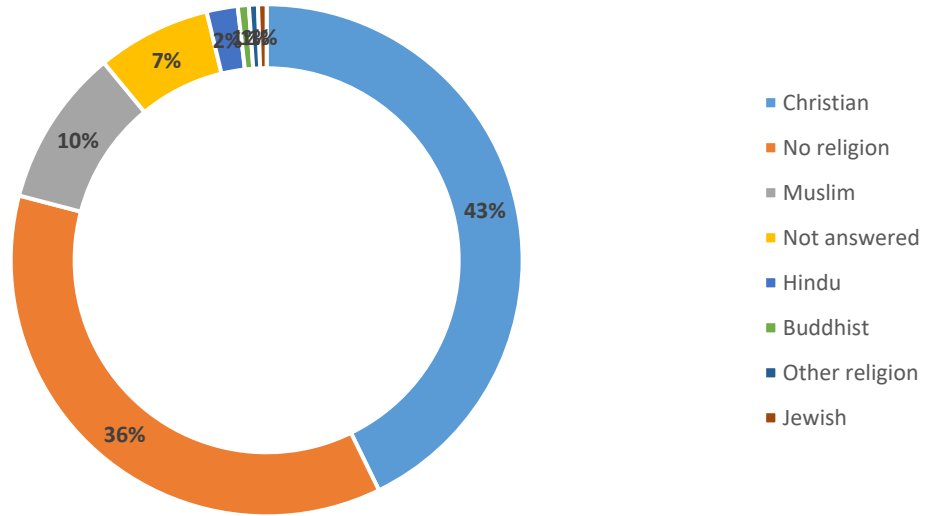
• **Reablement 2022-2023 Religion Breakdown**



• **Recovery 2022-2023 Religion Breakdown**



• **Wandsworth Religion Breakdown (ONS Census 2021)**



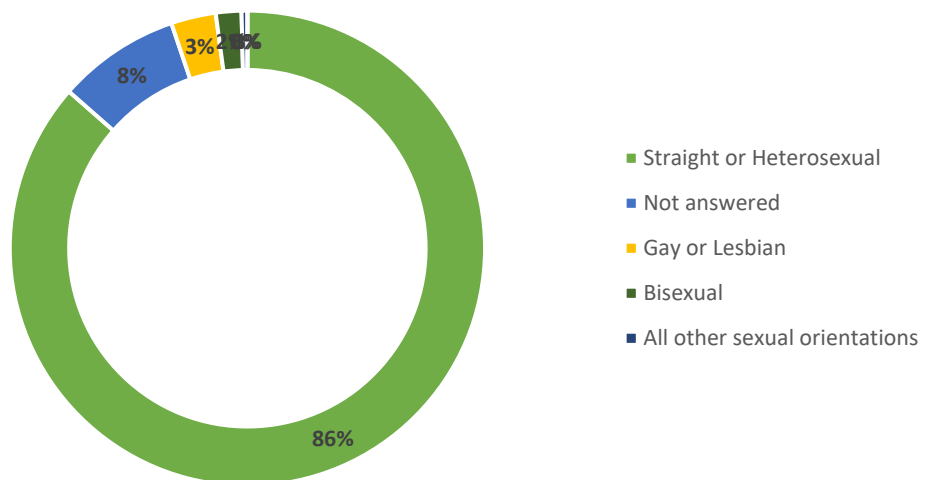
• **Key Points**

- For both reablement and recovery services, the religious beliefs for most of the service users' is 'not stated'. This is most likely the result of it not being collected at the time of the initial assessment. Consequently, this makes it difficult to make comparisons to the borough as a whole.
- Where religious information is collected for service users, it is detailed, containing specific religious affiliations.

**Sexual orientation**

*Weekly provider reports do not currently contain data on sexual orientation.*

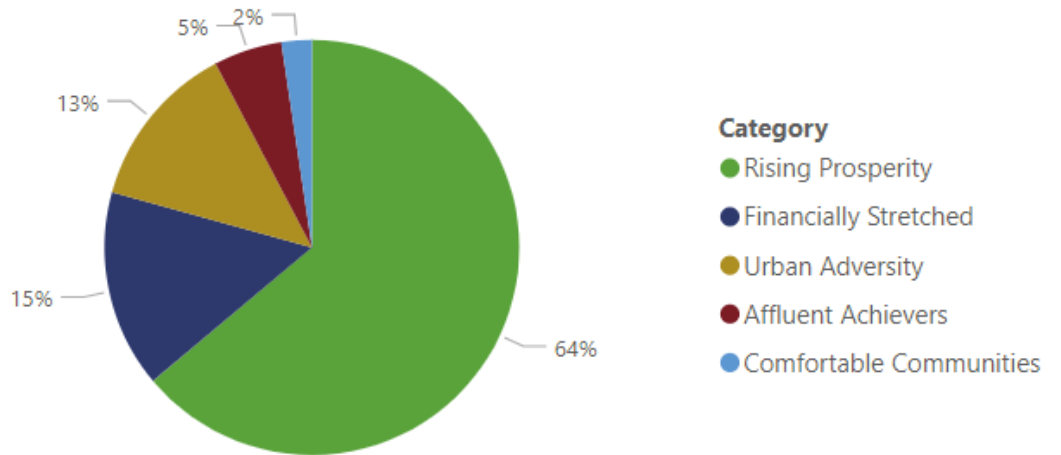
• **Wandsworth Sexual Orientation Breakdown (ONS Census 2021)**



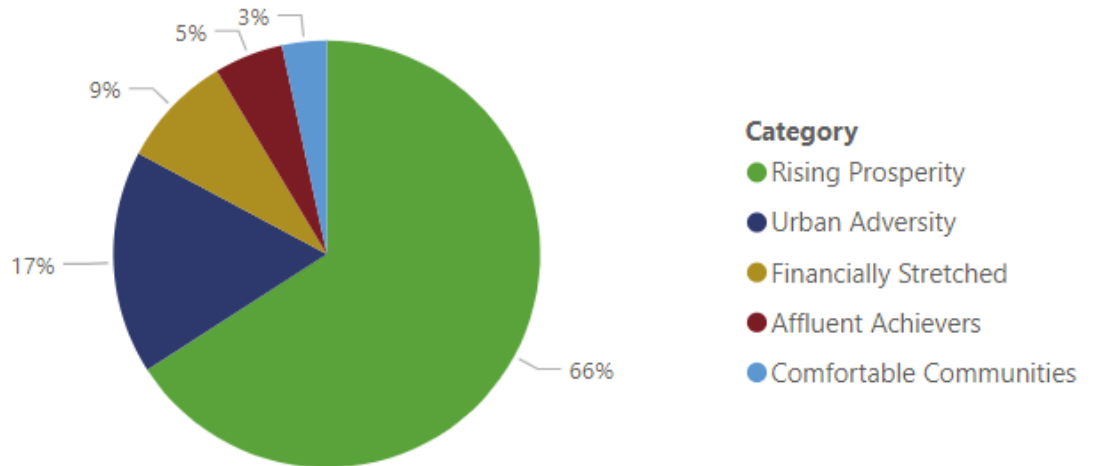
	<ul style="list-style-type: none"> <li>• <b>Key Points</b> <ul style="list-style-type: none"> <li>○ As we do not have data on sexual orientation for service users who receive reablement and/or recovery services, we cannot compare this to the borough as a whole.</li> <li>○ This is a significant data gap and is a key priority for the service and for the council going forward.</li> </ul> </li> </ul>
<p><b>Across groups i.e. older LGBT service users or Black, Asian &amp; Minority Ethnic young men.</b></p>	<ul style="list-style-type: none"> <li>• An equalities analysis of service users who received reablement and recovery services, alongside those who received reablement and/or recovery with longer-term home care support was conducted. Due to the length of certain services, it was necessary to use a longer time period. <ul style="list-style-type: none"> <li>○ Number of service users receiving reablement, recovery and home care services: 87 (Between December 2017 to October 2023)</li> <li>○ Number of service users receiving just reablement and recovery services: 204 (Between February 2022 to October 2023)</li> <li>○ Number of service users receiving just recovery and home care services: 360 (Between October 2017 to October 2023)</li> <li>○ Number of service users receiving just reablement and home care services: 44 (Between October 2017 to October 2023)</li> <li>○ This data implies that due to the low number of service users moving on to home care from reablement services only, that reablement is effective in reducing reliance on longer-term support.</li> </ul> </li> <li>• For all groupings of multiple services, there were no discernible trends in the equality profiles of service users. They mirrored the patterns found in the above protected characteristics.</li> <li>• When looking for intersectional trends amongst the equality profiles of service users, there were no significant findings.</li> </ul>
<p><b>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</b></p> <ul style="list-style-type: none"> <li>• Deprivation (measured by the 2019 English Indices of Deprivation)</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly provider reports currently do not collect information on the groups mentioned on the right. However, it is important to emphasise the over representation of widowed residents amongst reablement and recovery services.</li> <li>• Overall, Wandsworth is in the least deprived third of London Boroughs as of 2020. It is ranked 173 out of 317 of all local authorities in England for index of multiple deprivation.</li> <li>• For further socio-economic analysis of service users, we have used Geodemographic Segmentation of UK Households data through CACI.</li> </ul>

- Low-income groups & employment
- Carers
- Care experienced people
- Single parents
- Health inequalities
- Refugee status

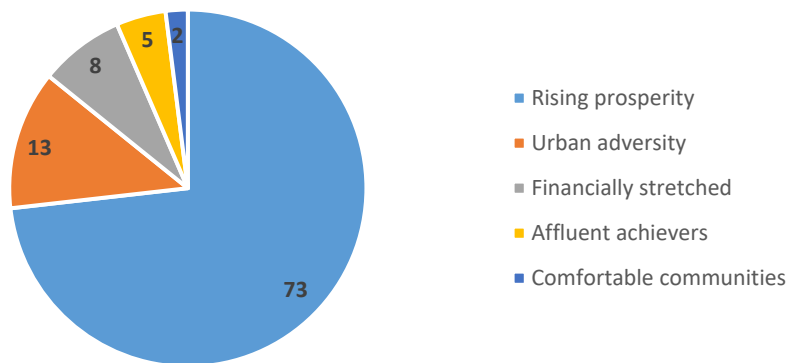
• **CACI Household Acorn Profile for Reablement Service Users 2022-23**



• **CACI Household Acorn Profile for Recovery Service Users 2022-23**



• **CACI Household Acorn Profile for Wandsworth**



	<ul style="list-style-type: none"> <li>● <b>Definition of CACI Household Acorn Categories:</b> <ul style="list-style-type: none"> <li>○ <b>Rising Prosperity:</b> These are generally younger, well educated, professionals moving up the career ladder, living in our major towns and cities. Singles or couples, some are yet to start a family, others will have younger children.</li> <li>○ <b>Urban Adversity:</b> This category contains the most deprived areas of towns and cities across the UK. Household incomes are low, nearly always below the national average.</li> <li>○ <b>Financially Stretched:</b> This category contains a mix of traditional areas of Britain, including social housing developments specifically for the elderly. It also includes student term-time areas.</li> <li>○ <b>Affluent Achievers:</b> These are some of the most financially successful people in the UK. They live in affluent, high-status areas of the country. They are healthy, wealthy and confident consumers.</li> <li>○ <b>Comfortable Communities:</b> This category contains much of middle-of-the-road Britain, whether in the suburbs, smaller towns or the countryside. They are stable families and empty nesters in suburban or semi-rural areas.</li> </ul> </li>   <li>● <b>Key Points:</b> <ul style="list-style-type: none"> <li>○ CACI categorises most residents receiving reablement and/or recovery services living in younger “rising prosperity” households. Therefore, it is probable that most service users, who are older and often live alone, live around younger professionals, with a different socioeconomic background. This can cause a sense of isolation.</li> <li>○ There is an overrepresentation of service users for both reablement (28%) and recovery (25%) who categorised as living in “financially stretched” and “urban adversity” households compared to Wandsworth as a whole (21%). As these often have the poorest socioeconomic makeup of households, we can conclude that there is a considerable number of service users who are vulnerable and live in challenging circumstances.</li> </ul> </li> </ul>
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**Data gaps**

Data gap(s)	How will this be addressed?
<b>Weekly Provider Reports- Religion, Gender Reassignment, Sexual Orientation</b>	It is recommended that support and training is provided to social workers to capture this information when carrying out the initial assessment for recovery and/or reablement services. Additionally, the importance of collecting this data from prospective providers will be clearly outlined.

#### 4. Impact

Protected group	Positive	Negative
<b>Age</b>	Recovery and reablement services promote independence of older residents. Through the proposed procurement model, we envision greater accessibility and promotion of these services for our older residents. Additionally, these services will reduce reliance on long-term care, reducing older age related physical and cognitive issues. Finally, there will be an emphasis on continuity of care, which will further benefit older people through a thorough understanding of their care and support needs.	We do not envision any negative impacts on our residents accessing this service. There will be greater focus on working closely with health, through the proposed localities working alongside PCN localities, which will enable greater collaborative working to benefit our older residents accessing recovery and/or reablement services.
<b>Disability</b>	Despite the relatively low numbers accessing recovery and/or reablement services with physical or sensory disabilities, these services will ensure any need arising from these are captured, with resultant care and support needs managed accordingly.	None identified.
<b>Sex</b>	Males are underrepresented in current reablement and recovery services. Therefore, there will be a focus on understanding why there may be this underrepresentation in these services. This will be helped through greater integration with key partners from this procurement, and consequently, it is expected that there will be an increase in males accessing and receiving reablement and recovery services.	None identified.
<b>Gender reassignment</b>	Whilst we currently do not record this information, we envision through training and support, it will be emphasised that we are committed to providing reablement and/or recovery services tailored to the needs of residents proposing to undergo, undergoing, or having undergone a process to reassign their sex.	None identified.
<b>Marriage and civil partnership</b>	As the data highlights there is an overrepresentation of widowed residents accessing reablement and/or	None identified.



	recovery services, we expect through these services, there will be a focus on reducing loneliness and isolation of service users. This will be achieved through working on promoting independence, as well as accessing community networks.	
<b>Pregnancy and maternity</b>	Due to the age profile of people accessing the current services this characteristic has been estimated as being of low impact.	
<b>Race/ethnicity</b>	There will be a continued emphasis on ensuring recovery and reablement services are accessible to different ethnic groups. As we have identified certain clusters of ethnic groups in the borough, the locality model will help in focusing on the specific needs of these ethnic groups.	There may be challenges in certain ethnic groups understanding and accessing recovery and reablement services, due to cultural beliefs and language barriers. Therefore, it is imperative that the service is aware of these potential barriers, with staff being supported and trained to overcome these challenges.
<b>Religion and belief, including non-belief</b>	It is hoped that going forward, there will be a higher rate of religious and belief information captured at the point of referral to the service. This will enable recovery and reablement services being tailored to meet these specific needs of service users, which could include facilitating access to religious buildings, ceremonies and events.	There may be issues over accessibility and uptake of recovery and reablement services amongst religious groups. Therefore, understanding of these needs will be important, as well as ensuring there are positive outcomes for these religious groups.
<b>Sexual orientation</b>	Recovery and reablement services will ensure that service users of all different sexual orientations are able to live independent lives. With a greater focus on capturing this information, there will be a greater understanding of need, which will help services to be more tailored to individuals.	None identified.
<b>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</b>	As there is an overrepresentation of service users in households who are categorised as in “urban adversity” or “financial adversity”, recovery and reablement services are essential in supporting challenging socioeconomic circumstances that some residents may face.	None identified.

## 5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Ensure that social workers are capturing information on equalities, identifying and providing any training needs help social workers to achieve this.	Bambie Maxwell*	Ongoing
Ensure that the new contract monitoring framework includes enhanced equality reporting, especially on collecting information regarding religion, sexual orientation, and gender reassignment.	HAM/CC	09/02/2024
Work with partners, including health, to understand the nature of how recovery and reablement services are promoted; analysing any potential barriers faced by certain groups of residents, and placing solutions to ensure these are overcome.	HAM/CC /Brian Roberts*/ James Isaacs*	Ongoing
Explore the potential of engagement with service users to explore any issues regarding equality, diversity and inclusion.	HAM/CC	Ongoing

*\*To be discussed further*