

Equality Impact Assessment

Section 1: About the proposal

Title of Proposal	
Older Adult Care Homes – removal of enhanced residential care category	
Intended outcome of proposal	
Fund payment for care home admissions in line with the National Care Home contract with two categories: <ul style="list-style-type: none"> • Residential care • Nursing care 	
Description of proposal	
An enhanced payment for care homes providing care for people with high care needs was introduced in 2007. The use of this addition has been phased out across Scotland over the years as the expectation for support needs as part of care home provision has changed. The nationally agreed rates are for residential care and nursing care. This brings us into line with the rest of Scotland.	
HSCP Strategic Priorities to which the proposal contributes	
The HSCP Strategic Plan 2019/20 – 2021/22 states that it aims to: <p>Efficiently and effectively manage all resources to deliver Best Value. Understand the current scale and profile of nursing, residential care & supported accommodation for older people. Plan future provision around 24 hour care and housing. Develop a Care & Nursing Home Modelling Tool to better assess future needs.</p>	
Lead officer details	
Name of lead officer	Caroline Cherry
Job title	Head of Service –Older Adult Services and Community Hospitals
Department	HSCP
Appropriate officer details	
Name of appropriate officer	Donald Watt
Job title	Service Manager – Older Adults
Department	HSCP
Sign-off of EIA	Caroline Cherry
Date of sign-off	16/02/21
Who will deliver the proposal?	
Donald Watt, Service Manager, Older Adults	

Section 2: Evidence used in the course of carrying out EIA

Consultation / engagement
 The proposal has been discussed at the Care Home Task Force, with Scottish Care collating comments and issues that will feed into the implementation process.

Data
 Through Scotland Excel networks it has been found that most authorities have been using only two payment categories for care home placements and that since 2007 the use of an enhanced rate has been phased out.

Other information
 Specific work will be required to clarify the process for providers to identify any additional individual requirements for their residents through the care management process. Approval for any additional payment will be approved through the area CRG process.

Gaps in evidence

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		X		
Disability		X		
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:				
Mainland rural population		X		
Island populations		X		
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place		X		
Communities of interest		X		

If you have identified any negative impacts on service users, give more detail here:

If any 'don't knows' have been identified, when will impacts on these groups be clear?

How has 'due regard' been given to any negative impacts that have been identified?

Impact on service deliverers (including employees, volunteers etc.):

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		X		
Disability		X		

	Negative	No impact	Positive	Don't know
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:				
Mainland rural population				X
Island populations				X
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place				X
Communities of interest		X		

If you have identified any negative impacts on service deliverers, give more detail here:

If any 'don't knows' have been identified, when will impacts on these groups be clear?

Following reduction in placements due to the aftermath of covid-19 there could be a sustainability risk for care homes which would be impacted by a further reduction in funding. Part of the development of sustainable care homes in the future will include financial analysis of each home and this enhanced contract will effectively be phased out over time. It is assumed that this will mitigate any potential financial risks.

The National Care Home contract is currently being nationally renegotiated and it is assumed that the above will be taken into consideration through the national negotiations.

Development of an agreed dependency tool will take place through the Covid-19 review team developed through the care home assurance programme.

Processes will be developed to take account of any specific additional requirements for individuals requiring additional support through the assessment and care management process.

How has 'due regard' been given to any negative impacts that have been identified?

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?	There are interdependencies with the work of the Care Home and Housing Programme Board which is looking at the sustainability and redesign of care homes across Argyll and Bute.
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Details of knock-on effects identified
Assessment staff will require to receive training on the dependency levels and assessment criteria that will need to be applied to new clients.

Section 5: Monitoring and review

Monitoring and review

Reviewed as part of care home review and sustainability work-this is multi agency work with all Providers.