



COUNTY COUNCIL FULL EQUALITY IMPACT ASSESSMENT TEMPLATE

Potential Provision of Alternative Care for Residents and Service Users  
of Blackmore House  
(October 2011)

Stage of EIA	Description of Step	Checklist	Checklist
	<p>Is this a new or an existing policy?</p>	<p>This is a new service proposal.</p> <p>Blackmore House is a care home in Bromsgrove that provides day and respite care for people with dementia as well as long term care for two residents. The Council owns the building but care services are delivered by an independent provider called BCOP.</p> <p>As a result of the low usage of care services at Blackmore House, the subsequent poor value for money received by the Council from a block contract arrangement, the limited choice of and accessibility to dementia respite care that the home affords to users across the county, the financial viability of the service for the provider and the expected ongoing limited demand for the service the Cabinet had approved at its meeting on the 29<sup>th</sup> September 2011 to undertake consultation</p>	<p>See below Cabinet reports for 29<sup>th</sup> September and 20<sup>th</sup> October 2011.</p> <p> Cabinet Report 29th September 2</p> <p> Cabinet Report 20th October 2011:</p>

		<p>on the potential provision of alternative care for the two long term residents and respite/day care service users, and the subsequent potential closure of the home, with the findings of this consultation being reported back to their February 2012 meeting for a decision.</p> <p>Subsequent to this decision BCOP decided to give notice of termination on their lease of the property and their delivery of care services at Blackmore House with effect from 30<sup>th</sup> November 2011.</p> <p>A report went to Cabinet on 20<sup>th</sup> October 2011 with an update on this situation, and to advise of plans to consult on options in response to BCOP's decision. At this meeting it was agreed to hold an extraordinary Cabinet meeting on 8<sup>th</sup> November to receive a report on the findings of this consultation and to decide on the future provision of care for Blackmore House's two long term residents and respite/day care service users.</p> <p>The subsequent consultation carried out has focused on four options for the ongoing delivery of care for the home's two long term residents and respite/day care service</p>	
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		<p>users from 1<sup>st</sup> December 2011:</p> <ol style="list-style-type: none"><li>1. the County Council steps in to run the home with the likely outcome that BCOP staff transfer under TUPE</li><li>2. BCOP to operate as an 'agent' for the County Council in support of the continued delivery of care at the home</li><li>3. County Council to secure an alternative service provider to take over delivery of care at the home</li><li>4. the re-provision of alternative care for the two long term residents and respite/day care service users in different locations</li></ol> <p>Given that the first three options entail continued delivery of care at the home with the same staff and will therefore not result in any significant impact for the two long term residents and respite/day care service users this Equality Impact Assessment is focused on the fourth option - re-provision of alternative care for these residents and service users at different locations.</p> <p>Therefore, this Equality Impact Assessment is concerned with the impact of this re-provision of alternative care on these two long term residents and respite/day care</p>	
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		<p>service users.</p> <p>The assessment also considers the impact of any re-provision of care at alternative locations on future service users who require specialist dementia respite and day care.</p> <p>In considering the above options and determining which is the most appropriate the Council will have due regard to this Equality Impact Assessment and the Public Sector Equality Duty.</p>	
<p>Stage 1</p>	<p>Defining policy objectives and how they will be achieved</p>	<p><i>Please summarise the planned outcomes for the policy:</i></p> <p>Our key aims are to:</p> <ul style="list-style-type: none"> <li>• ensure that all current users of care services at Blackmore House continue to receive a high quality of care, and that the impact of any potential re-provision of care is actively managed and therefore minimised.</li> <li>• ensure that future service users of dementia respite and day care are able to access high quality and accessible specialist services in a</li> </ul>	<p><i>How will the outcomes be achieved?</i></p> <p>The ongoing care and support needs of all of the existing respite/day care service users and the two long term residents will be fully re-assessed prior to any decisions being made regarding the future provision of care services in alternative locations.</p> <p>The ongoing care of the two long term residents will be secured prior to the 1<sup>st</sup> December 2011 to reflect their current needs in the most effective way, ensuring that they continue to receive high quality care.</p>

		<p>range of locations across the county offering choice to all</p>	<p>If a decision is made to re-provide care for existing Blackmore House service users we will secure alternative dementia respite care services for them from 1<sup>st</sup> December 2011 from care homes within close proximity to the home, but also from homes across the county in order to meet the needs of future service users who live in other areas of Worcestershire. These services will all be delivered in line with a high quality service protocol.</p> <p>Similarly if a decision is made to re-provide care for existing Blackmore House service users we will secure alternative dementia day care services for them from 1<sup>st</sup> December that are located within close proximity to the home. For example at Breme care home in Bromsgrove.</p> <p>In relation to future dementia respite/day care service users we are confident that we will be able to secure good quality services across the county on the basis that there are over 30 care homes in Worcestershire, including some in the Bromsgrove district, that have been awarded the Worcestershire Dementia Standard by the County Council, based</p>
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			<p>on the quality of their dementia care, and there are further homes that are registered for dementia care with the Care Quality Commission.</p> <p>Also with regard to future dementia day care service users in Bromsgrove the Wendron Centre is currently being refurbished for opening in March 2012 and will offer the potential for 15 day care places per day.</p> <p>As such we can be confident that both the existing two long term residents and respite/day care services users of Blackmore House, and also future service users of dementia respite/day care, will continue to receive high quality person centred care.</p>
<p>Stage 2</p>	<p>Information gathering/consultation Detail existing data/research/consultation sources you will use.</p>	<p><i>Existing Sources</i></p> <ul style="list-style-type: none"> <li>• Framework i – personal information and care assessment information extrapolated</li> <li>• Consultation – open meetings for residents, service users and their carers/family members, members of the wider public and interested</li> </ul>	<p><i>What do these sources show you?</i></p> <p><u>Long Term Residents</u></p> <ul style="list-style-type: none"> <li>• one is aged 88, has resided at Blackmore House for 9 years, has dementia, and is assessed as now requiring Continuing Health Care funding for personal care assistance (2 carers) either in a</li> </ul>

		<p>stakeholders - on proposed options including re-provision of care – meetings held 13<sup>th</sup>, 17<sup>th</sup>, 25<sup>th</sup> and 31<sup>st</sup> October - letters also sent out and invitations made to contact the County Council with views</p> <ul style="list-style-type: none"> <li>• Individual discussions – held with long term residents, service users, their careers/family members. members of the public and interested stakeholders</li> <li>• Brokerage Service – information on projected future demand for respite and day care services</li> <li>• Contracts Team – information on current contracted respite/day care services and homes registered for dementia care</li> </ul>	<p>care home with nursing or at home with her daughter</p> <ul style="list-style-type: none"> <li>• one is aged 79, has resided at Blackmore House for 13 years, has a mild learning disability and suffers with depression (no dementia), and requires 24 hour care with all aspects of daily living</li> </ul> <p><u>Respite Care Service Users</u></p> <ul style="list-style-type: none"> <li>• 19 people are currently registered with the County Council as respite care service users at the home</li> <li>• age range 70-95 years</li> <li>• 11 men and 20 women</li> <li>• all of the respite users have informal carers</li> <li>• all except 2 of the respite users live either within or in close proximity to the Bromsgrove district - only 2 live over ten miles away from Blackmore House</li> </ul> <p><u>Day Care Service Users</u></p> <ul style="list-style-type: none"> <li>• 17 current registered users</li> <li>• age range 67-92 years</li> <li>• 3 men and 14 women</li> <li>• 16 have informal carers</li> </ul>
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			<ul style="list-style-type: none"><li>• all users live either within or in close proximity to the Bromsgrove district - 4 live within one mile, 3 within three miles, 5 within six miles, 4 within 10 miles and one lives over 10 miles away from Blackmore House</li></ul> <p><u>Consultation Findings</u></p> <p>From discussions with individuals and meetings held in October and from individual representations made the following themes of relevance to this EIA were raised:</p> <ul style="list-style-type: none"><li>• service users/residents are familiar with and close to Blackmore House staff with whom they have developed, for some, long term relationships</li><li>• stress over having to settle into a new home with new staff and residents/service users</li><li>• it is a local service that is accessible to local people</li><li>• where are there other care homes that provide excellent dementia care, and do these require top up funding</li></ul>
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			<p><u>Future Demand for and Provision of Dementia Respite Care Services</u></p> <ul style="list-style-type: none"> <li>• over the past few years the rate of occupation of Blackmore House dementia respite beds has been approximately 55-60 per cent</li> <li>• the rate of occupation of the only other dedicated dementia respite beds in the County at the Howbury Resource Centre has been 65-70 per cent</li> <li>• with the projected increasing number of people with dementia in the county we might expect demand to rise in future years, but to counter this the robust application of access criteria for respite care and the potential for people to meet respite needs in alternative ways as personal budgets grow means that we anticipate demand for traditional respite of the kind provided at Blackmore House to fall</li> <li>• we will consider demand projections in any future procurement of dementia respite care, and importantly we will ensure that future provision is</li> </ul>
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			<p>available across the county and is not concentrated in just two locations as it is now</p> <ul style="list-style-type: none"> <li>• there are a number of care homes in the Bromsgrove area that are registered for dementia care, providing over 200 beds, and over 30 have been awarded the Worcestershire Dementia Care Standard to reflect the quality of the care they provide</li> <li>• across the county there are well over a 1000 beds in care homes registered for dementia care</li> <li>• therefore for existing and future respite care service users we are in a strong position to ensure adequate supply and offer future service users greater accessibility and choice</li> </ul> <p><u>Future Demand for Dementia Day Care Services</u></p> <ul style="list-style-type: none"> <li>• the current rate of usage at Blackmore House are only 40 per cent</li> <li>• there is no hard evidence why this rate should be so low but again it could reflect limited interest in</li> </ul>
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			<p>traditional day care services now that more people have access to personal budgets</p> <ul style="list-style-type: none"><li>• there are also alternative dementia day care opportunities in the Bromsgrove area (24 places at Breme) and just beyond (80 places at Westmead in Droitwich and 35 places at Among Friends in Kidderminster) that could affect usage rates</li><li>• and the County Council's Wendron Centre in Bromsgrove is currently being re-furbished and will be available for the provision of 15 dementia day care places per day from Mach 2012</li><li>• the day opportunities strategy and the procurement of dementia day care arising from this will ensure we address future projected demand (within resources) and as with respite care will also ensure accessibility and choice for existing and future day care service users</li></ul>
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	<p>Do you consider these sources to be sufficient? Y/N</p>	<p><i>If data is insufficient, what will you do to gather the data you need?</i></p> <p>Yes, we have sufficient information regarding the existing respite/day care service users and two long term residents at Blackmore House to consider the impact of this service proposal.</p>	
	<p>What further user engagement (if any) do you need to undertake?</p> <p>The County Council's Consultation Strategy will assist you in identifying the appropriate methods to use for your consultation.</p> <p>*Person, group or organisation that has a direct or indirect stake in the policy because it can affect or be affected by the policy's actions or objectives.</p>	<p><i>Further consultation</i></p> <p><i>Who will you consult?</i></p> <p>It will be necessary to undertake individual assessments for all of the current respite/day care service users and the two long term residents where not recently completed in order to inform decisions on the provision of alternative care.</p> <p>Consultation on the proposals has been completed to inform the report presented to Cabinet on the 8<sup>th</sup> November 2011. No further consultation with either users/residents or the wider public is planned.</p>	<p><i>How will you communicate the consultation results;</i></p> <p>N/A as communication will be with individual service users, residents and their cares/family members.</p>

<p>Stage 3</p>	<p>Assessing the equality impact of your policy from evidence gathered.</p> <p>Decision should be based on 4 factors:</p> <ul style="list-style-type: none"> <li>• Aims of the policy</li> <li>• Evidence collected</li> <li>• Results of both formal/informal consultation</li> <li>• Pros and cons of alternative approaches to delivering policy objectives</li> </ul> <p>*See 'what should be done if adverse impact is identified?' to help with your decision.</p>	<p><i>From the information gathered, could the policy unlawfully discriminate or have a less favourable impact?</i></p> <p>This Equality Impact Assessment is concerned with the impact of option 4 - the re-provision of care at alternative locations.</p> <p>It is our view that this option will not unlawfully discriminate against the two long term residents nor the respite/day care service users.</p> <p>The two long term residents are currently being assessed and will be found alternative long term care prior to the end of November that reflects their current needs. One of these residents is now in need of nursing care and the other has needs that may benefit from an alternative care environment i.e they do not have dementia.</p> <p>Also, as a result of our plans for securing alternative respite and day care services in close proximity to Blackmore House the proposal will not have a less favourable impact on current users of these services.</p> <p>We anticipate the current respite and day care service users who are required to</p>	<p><i>If there is adverse impact could it be justified? Y/N</i></p> <p>Yes</p> <p><i>If 'yes', what are your reasons and what evidence did you base this decision on?(for example: positive action to target particular parts of community)</i></p> <p>The two long term residents may perceive the change to their care needs negatively in the short term, but since their needs have changed over time a re-assessment of these needs should result in their receiving more appropriate care in the future.</p> <p>Although existing respite care service users at Blackmore House may view the provision of alternative care negatively the County Council needs to weigh this against the need to offer greater choice and accessibility of dementia respite care services across the county. At present dementia respite care is concentrated in only two locations – Bromsgrove and Malvern – and this is reflected in the fact that very few people access Blackmore House for respite care who do not reside</p>
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		<p>move to alternative care will initially see this as a negative impact but following the planned assessment of their needs they will go on to receive similarly high quality care in locations that are accessible to them and therefore this negative impact will be short term.</p> <p>In order to prepare ourselves for the potential need to re-provide care the County Council has provisionally agreed to purchase 2 block booked dementia care respite beds from care homes in Bromsgrove and Redditch should a decision be made by Cabinet to re-provide care for Blackmore House residents.</p> <p>If this decision is confirmed the County Council will also invite further expressions of interest from care homes to deliver extra dementia care respite beds. There are over 30 care homes across the county, including a number in the Bromsgrove and Redditch districts, that have been awarded the Worcestershire Dementia Standard by the County Council, based on the quality of their dementia care, and there are further homes that are registered for dementia care with the Care Quality Commission. As such we can be confident that following any</p>	<p>within or in close proximity to the Bromsgrove district.</p> <p>Similarly although existing day care service users at Blackmore House may view the provision of alternative care negatively the County Council needs to ensure that current provision offers value for money (Blackmore House does not).</p> <p>Also the Council has plans at the Wendron Centre to ensure adequate supply of alternative dementia day care in the Bromsgrove area to meet the needs of existing service users of Blackmore House and future users, so this negative perception will reflect a change not a withdrawal of service.</p> <p>There are over 30 care homes across the county, including some in the Bromsgrove district, that have been awarded the Worcestershire Dementia Standard by the County Council, based on the quality of their dementia care, and there are further homes that are registered for dementia care with the Care Quality Commission. As such we can be confident that existing residents and services users of Blackmore House</p>
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		<p>procurement exercises existing respite service users of Blackmore House will continue to receive high quality person centred care in the local area.</p> <p>There will also be a definite positive impact of this securing of extra dementia care respite beds across the county for the two existing respite service users whose homes are well over 10 miles away from Blackmore House, and also for future dementia respite care service users who will enjoy greater accessibility and choice of provision across the county.</p> <p>With regard to the provision of alternative dementia day care for current Blackmore House users there are identified options for this alternative provision in the local area, for example Breme care home in Bromsgrove.</p> <p>Also for future dementia day care service users in Bromsgrove the Wendron Centre is being developed to offer 15 day care places per day from March 2012.. So, again existing and future service users will continue to receive high quality dementia day care as now.</p>	<p>will continue to receive high quality person centred care, and the same applies to future service users of dementia respite and day care services.</p> <p><i>If adverse impact cannot be justified, what will you do to rectify the position? (for example - what alternative ways could you achieve the aims of your policy? )</i></p> <p>N/A</p>
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		<p>Finally, in relation to future service users of dementia respite and day care services across Worcestershire the above options will ensure improved choice and accessibility for people both within Bromsgrove and across the whole county.</p> <p><i>If discrimination is unlawful, what will you do?</i></p> <p>N/A</p> <p><i>If adverse impact is found to exist, Please describe what this impact is:</i></p> <p>N/A</p> <p><i>What groups could potentially be disadvantaged?</i></p> <p>N/A</p> <p><i>Describe the degree of negative impact and the number of people likely to be affected*:</i></p> <p>N/A</p>	
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		<p><i>Will the policy have any positive impacts for particular groups?</i></p> <p>Yes, future service user / carers accessing dementia respite care will have greater choice and accessibility of provision with a greater spread of care homes providing this service across the county.</p>	
<p>Stage 4</p>	<p>Action Planning and Time Frames</p> <p>Please complete your EIA Action Plan template (Annex E)</p>	<p><i>What equality objectives and targets have you developed?</i></p> <p>These are not equality objectives per se but they are the aims of this service proposal:</p> <ul style="list-style-type: none"> <li>• ensure that all current users of care services at Blackmore House continue to receive a high quality of care, and that the impact of any re-provision of care is actively managed and therefore minimised.</li> <li>• ensure that future service users are able to access high quality and accessible specialist dementia respite and day care services offering choice to all</li> </ul>	<p><i>Have these objectives/ targets been incorporated into your monitoring and performance management system? Y/N</i></p> <p>N/A</p> <p><i>How often will they be monitored and by whom?</i></p> <p>N/A</p> <p><i>Who will sign this off?</i></p> <p>N/A</p>

		<p><i>Have you attached a timescale to your targets? If yes, what?</i></p> <p>N/A – the above aims will be met via the following;</p> <ul style="list-style-type: none"> <li>• the ongoing care and support needs of all of the existing dementia respite/day care service users and the two long term residents will be re-assessed prior to any decisions being made regarding the future provision of care services in alternative locations.</li> <li>• the two long term residents will receive ongoing care that reflects their current needs</li> <li>• we will secure alternative dementia respite/day care services from a range of care homes in close proximity to Blackmore House, in line with a high quality respite service protocol and the new day opportunities strategy for the county</li> <li>• we will ensure the delivery of a range of alternative high quality dementia respite/day care services across the county to offer quality, choice and accessibility</li> </ul>	
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		<p><i>Have the equality objectives and targets been included in your service plan? Y/N</i></p> <p>N/A – this is only a single service proposals, not a policy</p>	
Stage 5	<p>Publication</p> <p>This is a legal requirement so you <b>MUST</b> send your EIA results for publishing.</p> <p>*This is for accessibility purposes for lengthy EIA's.</p>	<p><i>Have you sent a copy of this assessment to the Corporate Equality and Diversity Team for publication on the website?</i></p> <p>Pending</p> <p><i>Have you logged your EIA onto the Listening to our communities - consultation and community engagement webpage?</i></p> <p>Pending</p>	<p><i>Have you sent a copy of this assessment to your Directorate Equalities Lead? Y/N</i></p> <p>Pending</p> <p><i>Has an executive summary been prepared*?</i></p> <p>N/A</p>
Stage 6	Monitoring and Review	<p><i>How will you monitor/evaluate the policy?</i></p> <p>This service proposal is being managed a BOLD project within Adult and Community Services. Elaine Carolan the Lead Joint Commissioning Manager for Older People's Services is lead for this project and will ensure that proposals are progressed as agreed.</p>	<p><i>Who will be responsible for monitoring?</i></p> <p>Elaine Carolan, Lead Joint Commissioning Manager for Older People's Services</p> <p><i>How will you use the monitoring results?</i></p> <p>To review the quality of care received by existing and future service users of day and respite care services. To ensure</p>

		<p><i>Have you planned policy reviews? If so, how often?</i></p> <p>N/A</p>	<p>adequate supply of respite and day care services (within resources).</p>
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Signed (Completing Officer)

Keith Hoare

Date 27.10.2011

Signed (Lead Officer)

Kathryn Downton

Date 27.10.2011