

Predictive: assessing proposed changes to services and policies

Enfield Council

Predictive Equality Impact Assessment

**JOINT
INTERMEDIATE
CARE &
RE-ABLEMENT
STRATEGY**

Proposed change to service / policy	Joint Intermediate Care & Re-ablement Strategy
Officer completing the assessment	Michael Sprosson / Kate Charles
Extension Number	3961
Team	Commissioning & Procurement
Department	Housing, Health & Adult Social Care
Date impact assessment completed	22/2/2011

Section 1 – About the service, policy and proposed change

Q1. Please provide a brief description of the service and / or related policy / policies

The strategy has been developed jointly by NHS Enfield and Enfield Council. It is a joint health and social care strategy which specifies how Enfield intends to commission Intermediate Care and Re-ablement services over the next 3 years (2011-2014) in order to improve the quality, effectiveness and efficiency of current service provision.

Commissioners from Health and Adult Social Care have worked with the local Intermediate Care and re-ablement service to analyse the current picture of service provision and develop strategic objectives and evidence based commissioning intentions. We have been guided by local and national policy and guidance and by the priorities set out in Enfield's Joint Strategic Needs Assessment.

Q2. Please provide a brief description of the proposed change(s) to the service and/or related policy / policies

Strategic Objectives are set out within the strategy under six domains :

- Prevent avoidable admissions to hospital & support timely discharge
- Decrease the number of people unnecessarily admitted to long term care following a hospital stay
- Improve quality & maximise independent living
- Improve the skills & competencies of the workforce
- Deliver more cost effective services in order to meet current & future demand within existing resources
- Robust performance management & governance

Q3. Does equalities monitoring of your service show that the beneficiaries in terms of the recipients of the service or policy, include people from the following groups?

R	All members of the community will have access to the services set out in the strategy. Monitoring of the effect of the strategy to be carried out post implementation – see Q17.
D	All members of the community will have access to the services set out in the strategy. Monitoring of the effect of the strategy to be carried out post implementation – see Q17.
G	All members of the community will have access to the services set out in the strategy. Monitoring of the effect of the strategy to be carried out post implementation – see Q17.
A	All members of the community will have access to the services set out in the strategy. Monitoring of the effect of the strategy to be carried out post implementation – see Q17.
F	All members of the community will have access to the services set out in the strategy. Monitoring of the effect of the strategy to be carried out post implementation – see Q17.
S	All members of the community will have access to the services set out in the strategy. Monitoring of the effect of the strategy to be carried out post implementation – see Q17.

Q4. If you answered 'no' to any of the groups listed in Q3, please state why?

Not applicable

Q5. How will the proposed change eliminate discrimination, promote equality of opportunity, or promote good relations between groups in the community?

All members of the community will have access to the services set out in the strategy

Section 2 – Consultation and communication**Q6. Please list any recent consultation activity with disadvantaged groups carried out in relation to this proposal**

R	Stakeholder and public views on the strategy were sought through the following means: <ul style="list-style-type: none"> • An e-questionnaire on the Enfield Council website • Invitation to submit written responses • Health and Social Care Partnership Boards • Health and Social Care Scrutiny Panels
D	
G	
A	
F	
S	The consultation was publicised through the following means: <ul style="list-style-type: none"> • 192 posters distributed to GP surgeries, libraries, health and social care providers and voluntary sector services. • An advertisement in the Enfield Independent. • A notice in EVAeNews (the electronic newsletter of the Enfield Voluntary Association). • An email to staff in NHS Enfield, Health and Adult Social Care staff, acute trusts, voluntary and community sector providers, and independent and private providers. • A notice in Enfield Staff Matters. <p>Responses were received from the following groups:</p> <ul style="list-style-type: none"> • The Mental Health Trust • Enfield Disability Action (EDA) • Enfield Local Involvement Network (LINK) • The Physical Disability Partnership Board

Q7. Please state how you have publicised the results of these consultation exercises

R	Responses are in the process of being collated and summarised ready for presentation along with the final version of the strategy to the Cabinet Meeting in April 2011.
D	
G	
A	
F	
S	We plan to publish the results on the Council's website alongside the final strategy once approved by Cabinet & also notify people who attended events and provide hard copies if required.

Q8. How have you consulted, or otherwise engaged with, all relevant staff in this activity / process?

Staff & stakeholder workshops, team meetings, staff newsletter

Section 3 – Assessment of impact

Q9. Please describe any other relevant research undertaken to determine any possible impact of the proposed change

The strategy contains a section on the research carried out and sources of information from national guidance, analysis of current and future demand and needs assessment.

The strategy was informed by research with regard to best practice, much of which contained within national guidance and strategy and as published by the National Institute of Clinical Excellence (NICE).

Q10. Please list any other evidence you have that the proposed change may have an adverse impact on different disadvantaged groups

R	None identified
D	None identified
G	None identified
A	None identified
F	None identified
S	None identified

Q11. Could the proposal discriminate, directly or indirectly, and if so, is it justifiable under legislation? Please refer to the guidance notes under the heading, 7. Useful Definitions

Not envisaged, given equality of access to services to the whole community.

Q12. Could the proposal have an adverse impact on relations between different groups? If so, please describe

Not envisaged

Section 4 – Service delivery

Q13. How could this proposal affect access to your service by different groups in the community?

R	Positive. The strategy is intended to enhance access to services by the whole community
D	Positive. The strategy is intended to enhance access to services by the whole community
G	Positive. The strategy is intended to enhance access to services by the whole community

A	Positive. The strategy is intended to enhance access to services by the whole community
F	Positive. The strategy is intended to enhance access to services by the whole community
S	Positive. The strategy is intended to enhance access to services by the whole community
Q14. How could this proposal affect access to information about your service by different groups in the community?	
R	The strategy sets out enhanced access to information and services
D	The strategy sets out enhanced access to information and services
G	The strategy sets out enhanced access to information and services
A	The strategy sets out enhanced access to information and services
F	The strategy sets out enhanced access to information and services
S	The strategy sets out enhanced access to information and services

Section 5 – Miscellaneous

Q15. Do you plan to publicise the results of this assessment? Please describe how you plan to do this

This assessment will be placed on the Council's website

The assessment will be listed on the Council's Equality and Diversity Annual Report and the full assessment will be made available on request.

Q17. How and when will you monitor and review the effects of this proposal?

A detailed three year implementation plan with associated targets for a reduction in avoidable admissions to hospital and long term care will be developed in partnership with NHS Enfield; the Enfield Council; and key local stakeholders. The plan and targets will be agreed by the Older People's Partnership Board who will monitor implementation to ensure that the strategy is shaping services in the way intended. A lead commissioner from NHS Enfield and the Enfield Council will be identified and they will be tasked with delivering the implementation and reporting progress and issues to the Older People's Partnership Board.

The new strategy will also be reviewed as part of the next retrospective equality impact assessment of Commissioning & Procurement that is due to be undertaken in 2011/12.

11. Action plan template for proposed changes to service or policy –

Proposed change to, or new, service or policy:..... **Joint Intermediate Care & Re-ablement Strategy**

Team: **Commissioning & Procurement** Department: **Health, Housing and Adult Social Care**

Service manager: Shaheen Mughal (Commissioning Manager)

Issue	Action required	Lead officer	Timescale	Costs	Comments
Publication of final strategy & consultation results	Publish on Council's website & provide hard copies / other accessible formats as required	Kate Charles	Post April 2011 Cabinet	To be determined	
Strategy Implementation	Development of implementation plan. See response to Q17.	Shaheen Mughal	3-year implementation plan 2011-14	To be determined	
Monitoring implementation of strategy	Continuous monitoring of implementation and its impact – to be developed. See response to Q17.	Shaheen Mughal	3-year implementation plan 2011-14	To be determined	

Please insert additional rows if needed

