

Equality Impact Assessment (EIA)

Title of activity:	Integrated Reablement Contract
Type of activity:	Service
Lead officer:	Jonathan Cassidy, Senior Commissioner & Project Manager, Joint Commissioning Unit
Approved by:	Sam Saunders, Commissioning Programme Manager, Joint Commissioning Unit
Date completed:	21 st November 2018
Scheduled date for review:	EIA will be reviewed annually following award of the contract.

Did you seek advice from the Corporate Policy & Diversity team?	
Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at diversity@havering.gov.uk

About your activity

1	Title of activity	Integrated Reablement Contract
2	Type of activity	Service
3	Scope of activity	The purpose of the service is to provide an integrated rehabilitation and reablement service which will support people to remain independent in their own home and recover effectively at home usually following a hospital admission, but also, where necessary, following a crisis at home.
4a	Is the activity new or changing?	Yes
4b	Is the activity likely to have an impact on individuals or groups?	Yes
5	If you answered yes:	Please complete the EIA on the next page.
6	If you answered no:	N/A

Completed by:	Jonathan Cassidy, Senior Commissioner & Project Manager, Joint Commissioning Unit
Date:	21st November 2018

2. Equality Impact Assessment

Background/context:	
<p>The current reablement service was specified to deliver an integrated model of care with the rehabilitation service also provided by NELFT (but separately commissioned through the CCG) ensuring the delivery of care is coordinated as much as possible without commissioning the services as a single entity. In addition to the integration with rehab there were some other key changes to the service that were developed as part of the system wide design process. They included:</p> <ul style="list-style-type: none"> • Direct referral to the service from hospital therapists, eliminating duplication of assessment inherent in the previous process • Contractual requirement to complete a reablement assessment at the service users home within 24 hours. • A requirement to continually review progress against goals and a more in depth review at approx. 4 weeks to determine if further care is required post reablement. <p>Duties under the Care Act 2014</p> <p>The Care Act 2014 (Part 1, Section 3) requires that Local Authorities exercise their functions with a view to ensuring the integration of care and support provision with health provision and health-related provision where it considers that this would:</p> <ol style="list-style-type: none"> a) promote the well-being of adults in its area with needs for care and support and the well-being of carers in its area, b) contribute to the prevention or delay of the development by adults in its area of needs for care and support or the development by carers in its area of needs for support, or c) improve the quality of care and support for adults and of support for carers, provided in its area (including the outcomes that are achieved from such provision). <p>Reablement services are provided under a statutory duty in Section 2 of the same Act which stipulates that Local Authorities must provide or arrange services, resources or facilities that maximise independence for those already with such needs, for example, interventions such as rehabilitation/reablement services</p>	

Age: Consider the full range of age groups										
<table border="1"> <tr> <td colspan="2"><i>Please tick (✓) the relevant box:</i></td> <td rowspan="4"> Overall impact: The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of age. </td> </tr> <tr> <td>Positive</td> <td></td> </tr> <tr> <td>Neutral</td> <td>✓</td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table>		<i>Please tick (✓) the relevant box:</i>		Overall impact: The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of age.	Positive		Neutral	✓	Negative	
<i>Please tick (✓) the relevant box:</i>		Overall impact: The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of age.								
Positive										
Neutral	✓									
Negative										

Evidence:

The Integrated Reablement service will be available to all clients over the age of 18 who meet the eligibility criteria for support in line with their specific needs.

AIS performance data shows the following:

- There service support more females aged 85+ than any other
- Significantly lower age ranges (in particular 18-64) accessed the Integrated Reablement Service in 2017/18

Age Range	Female	Male
18-64	4%	2%
65-74	7%	4%
75-84	24%	13%
85+	31%	15%
Grand Total	65%	35%

Sources used:

- AIS Performance Data (2017/18)

Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

*Please tick (✓)
the relevant box:*

Positive

✓

Neutral

Negative

Overall impact:

The Integrated Reablement Service has extended the reach to a wider range of clients over the age of 18 who meet the eligibility criteria for support. This contract will ensure that reablement will be available to more client groups regardless of disability.

Evidence:

The method statement questions during the tender processes included reference to the following:

“Please include training planning, which focus on the breath of Reablement skill development and which are responsive to the changing needs of the user group; including physical disability, mental health and learning disability.”

As shown in the data from 2017/18, the user base is predominantly around support for clients with Physical support.

Physical support

97%

Memory & Cognition	2%
Sensory support	1%
Support for Carer	0%
Social isolation	0%
Mental Health	0%
Learning disability	0%

The disabilities data will be reviewed quarterly as part of contract monitoring.

Sources used:

- AIS Performance Data (2017/18)

Sex/gender: Consider both men and women								
Please tick (✓) the relevant box:		Overall impact: The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of sex/gender.						
Positive								
Neutral	✓							
Negative								
Evidence: The table below shows the number of clients, by gender, who were in receipt of a service since in 2017/18. The total number of clients for 'Female' is 65% and 'Males' is 35%. <table><tr><td>Female</td><td>65%</td></tr><tr><td>Male</td><td>35%</td></tr><tr><td>Grand Total</td><td>100%</td></tr></table>			Female	65%	Male	35%	Grand Total	100%
Female	65%							
Male	35%							
Grand Total	100%							
Sources used: <ul style="list-style-type: none">AIS Performance Data (2017/18)								

Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		Overall impact: The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of ethnicity/race.
Positive		
Neutral	✓	
Negative		

<p>Evidence:</p> <p>The Service will serve all populations groups within Havering. Havering is predominantly White British (83% from the 2011 census) and although it is one of the least ethnically diverse London boroughs, it has seen the highest percentage increase in minority ethnic groups (including non-British white groups) doubling from 8% to 17% between the 2001 and 2011 census.</p> <p>The table below shows number of clients, by Ethnicity/Race, who were in receipt of a service since in 2017/18.</p> <table border="1"> <thead> <tr> <th>Row Labels</th> <th>Count of Ethnic Origin</th> </tr> </thead> <tbody> <tr> <td>White - British</td> <td>93%</td> </tr> <tr> <td>White - English</td> <td>1%</td> </tr> <tr> <td>Asian / Asian British - Indian</td> <td>1%</td> </tr> <tr> <td>White - Any Other White Background</td> <td>1%</td> </tr> <tr> <td>White - Irish</td> <td>1%</td> </tr> <tr> <td>Black / Black British - African</td> <td>1%</td> </tr> <tr> <td>Black / Black British - Caribbean</td> <td>1%</td> </tr> <tr> <td>Asian / Asian British - Any Other Asian Background</td> <td>0%</td> </tr> <tr> <td>Asian / Asian British - Chinese</td> <td>0%</td> </tr> <tr> <td>Black / Black British - Any Other Black Background</td> <td>0%</td> </tr> <tr> <td>Mixed - Any Other Mixed/ Multiple Ethnic Background</td> <td>0%</td> </tr> <tr> <td>White - Scottish</td> <td>0%</td> </tr> <tr> <td>Other - Any Other Ethnic Group</td> <td>0%</td> </tr> <tr> <td>Mixed - White And Black Caribbean</td> <td>0%</td> </tr> <tr> <td>Asian - British</td> <td>0%</td> </tr> <tr> <td>Mixed - White And Black African</td> <td>0%</td> </tr> <tr> <td>Grand Total</td> <td>100%</td> </tr> </tbody> </table>			Row Labels	Count of Ethnic Origin	White - British	93%	White - English	1%	Asian / Asian British - Indian	1%	White - Any Other White Background	1%	White - Irish	1%	Black / Black British - African	1%	Black / Black British - Caribbean	1%	Asian / Asian British - Any Other Asian Background	0%	Asian / Asian British - Chinese	0%	Black / Black British - Any Other Black Background	0%	Mixed - Any Other Mixed/ Multiple Ethnic Background	0%	White - Scottish	0%	Other - Any Other Ethnic Group	0%	Mixed - White And Black Caribbean	0%	Asian - British	0%	Mixed - White And Black African	0%	Grand Total	100%
Row Labels	Count of Ethnic Origin																																					
White - British	93%																																					
White - English	1%																																					
Asian / Asian British - Indian	1%																																					
White - Any Other White Background	1%																																					
White - Irish	1%																																					
Black / Black British - African	1%																																					
Black / Black British - Caribbean	1%																																					
Asian / Asian British - Any Other Asian Background	0%																																					
Asian / Asian British - Chinese	0%																																					
Black / Black British - Any Other Black Background	0%																																					
Mixed - Any Other Mixed/ Multiple Ethnic Background	0%																																					
White - Scottish	0%																																					
Other - Any Other Ethnic Group	0%																																					
Mixed - White And Black Caribbean	0%																																					
Asian - British	0%																																					
Mixed - White And Black African	0%																																					
Grand Total	100%																																					
<p>Sources used:</p> <ul style="list-style-type: none"> • AIS Performance Data (2017/18) • JSNA 'This is Havering – a demographic and socio-economic profile' (2017) 																																						

<p>Religion/faith: Consider people from different religions or beliefs including those with no religion or belief</p>		
<p>Please tick (✓) the relevant box:</p>		<p>Overall impact:</p> <p>The Integrated Reablement Service will be available to all clients over</p>
<p>Positive</p>		

Neutral	✓	the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of religion/faith.
Negative		

Evidence:

According to the 2011 Census, 66% of Havering's population has stated that they are Christian, followed by 23% who declared that they have no religion and just below 7% who preferred not to state their religion. Other religions in the borough are Muslim (2%), Hindu (1.2%), Sikh (0.8%), Jewish (0.5%) and Buddhist (0.3%).

Due to lack of service level data we cannot fully assess the impact on this protected characteristic. However, it is not expected that service users with this protected characteristic will be negatively affected.

Faith	Number	%
Christian	155,597	65.6
Budhist	760	0.3
Hindu	2,963	1.2
Jewish	1,159	0.5
Muslim	4,829	2
Sikh	1,928	0.8
Other Religion	648	0.3
No Religion	53,549	22.6
No Response	15,799	6.7

Sources used:

- JSNA 'This is Havering – a demographic and socio-economic profile' (2017)

Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (✓) the relevant box:

Positive

Neutral

Negative

Overall impact:

The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of sexual orientation.

<p>Evidence:</p> <p>There is no sufficient information on sexual orientation at national or local level.</p> <p>We cannot fully assess the impact on this protected characteristic due to lack of data. However, it is not expected that service users with this protected characteristic will be negatively affected.</p>
<p>Sources used:</p> <ul style="list-style-type: none"> There is no sufficient information at local of national level

<p>Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth</p>		
<p>Please tick (✓) the relevant box:</p>		<p>Overall impact:</p> <p>The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of gender reassignment.</p>
Positive		
Neutral	✓	
Negative		
<p>Evidence:</p> <p>There is no sufficient information on sexual orientation at national or local level.</p> <p>We cannot fully assess the impact on this protected characteristic due to lack of data. However, it is not expected that service users with this protected characteristic will be negatively affected.</p>		
<p>Sources used:</p> <ul style="list-style-type: none"> There is no sufficient information at local and national level 		

<p>Marriage/civil partnership: Consider people in a marriage or civil partnership</p>		
<p>Please tick (✓) the relevant box:</p>		<p>Overall impact:</p> <p>The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of marriage/civil partnerships.</p>
Positive		
Neutral	✓	
Negative		

Evidence:

According to the 2011 Census, 49% of Havering residents are married while 33% are single (never married or never registered a same-sex civil partnership), 8% are divorced or formerly in a same-sex civil partnership which is now legally dissolved, 8% are widowed or a surviving partner from a same-sex civil partnership, 2% are separated (but still legally married or still legally in a same-sex civil partnership) and 0.1% are in a registered same-sex civil partnership.

The table below shows number of clients, by marriage/civil partnership, who were in receipt of a service since in 2017/18.

Row Labels	Count of Marital status
Married	66%
Widowed	25%
Single	5%
Divorced	2%
Other	1%
Cohabiting	1%
Separated	0%
Grand Total	100%

Sources used:

- JSNA 'This is Havering – a demographic and socio-economic profile' (2017)
- AIS Performance Data (2017/18)

Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

Please tick (✓)
the relevant box:

Overall impact:

Positive

☐

Neutral

☒

Negative

☐

The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of pregnancy, maternity and paternity.

Evidence:

There is no sufficient information on pregnancy, maternity and paternity at national or local level.

We cannot fully assess the impact on this protected characteristic due to lack of data. However, it is not expected that service users with this protected characteristic will be negatively affected.

Sources used:

There is no sufficient information at local and national level

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

*Please tick (✓)
the relevant box:*

Positive

☐

Neutral

☒

Negative

☐
Overall impact:

The Integrated Reablement Service will be available to all clients over the age of 18 who meet the eligibility criteria for support. This arrangement will continue to ensure that Reablement will be available to client groups regardless of socio-economic status.

Evidence:

There is no sufficient information on socio-economic status at national or local level.

We cannot fully assess the impact on this protected characteristic due to lack of data. However, it is not expected that service users with this protected characteristic will be negatively affected.

Sources used:

There is no sufficient information at local and national level

Review

The review for this service will be held annually, however this contract requires the provider to submit monthly performance data and attend monthly contract monitoring meetings.