

Equality Analysis

Title of policy, service, proposal etc being assessed:

Decommissioning of Nascot Lawn overnight respite unit – for children and young people (CYP) with Learning Disability (LD) and complex health needs

What are the intended outcomes of this work? Include outline of objectives and function aims

To ensure that health funding is spent on health care needs, there is no statutory requirement for CCG to fund respite provision.

CYP with LD and complex health needs and their parents will be offered an assessment by Hertfordshire County Council (HCC) for alternative respite in a HCC provision. HCC currently offer 3 overnight respite facilities – 2 of which offer overnight respite for CYP with LD and complex health needs.

Parents will continue to receive overnight respite care for their CYP via an alternative provider

CYP will continue to enjoy overnight respite with other CYP with similar needs.

How will these outcomes be achieved? What is it that will actually be done?

Funding for respite care by HVCCG will cease as this does not meet health needs - This provision is currently provided for Hertfordshire CCGs by Hertfordshire Community Trust (HCT) at Nascot Lawn.

The process for decision making will be via the HVCCG investment committee.

Process:

- Agreement for decommissioning via HVCCG investment committee
- Strong support from CCG Communications dept.
- Consultation with:
 - E&NCCG
 - HCC
 - HCT
- CYP and parents currently using Nascot Lawn for overnight respite care
- CYP and their parents will be redirected to HCC for assessment for respite care

Who will be affected by this work? e.g. staff, patients, service users, partner organisations etc. If you believe that there is no likely impact on people explain how you've reached that decision and send the form to the equality and diversity manager for agreement and sign off

- Parents/carers of children and young people attending Nascot Lawn for overnight short

breaks .

- CYP currently attending Nascot Lawn as they will need to be reassessed by HCC and move to another respite unit offered by HCC
- Parents of CYP 5-7years, and CYP 5-7years of age will not meet HCC criteria for overnight respite unit provision – HCC overnight respite provision is offered to CYP 8 years of age and over. However, this group of CYP may meet HCC criteria for an alternative respite provision.
- Herts Community Trust staff working in Nascot Lawn
- East and North Herts CCG, (ENHCCG) who also commission Nascot Lawn as part of their block contract with HCT (currently have 11 CYP in the unit)
- Hertfordshire County Council as commissioners of overnight short breaks for children and young people

Evidence

What evidence have you considered? Against each of the protected characteristics categories below list the main sources of data, research and other sources of evidence (including full references) reviewed to determine impact on each equality group (protected characteristic).

This can include national research, surveys, reports, research interviews, focus groups, pilot activity evaluations or other Equality Analyses. If there are gaps in evidence, state what you will do to mitigate them in the Evidence based decision making section on page 9 of this template.

If you are submitting no evidence against a protected characteristic, please explain why.

Age Consider and detail age related evidence. This can include safeguarding, consent and welfare issues.

- Respite care in Nascot Lawn is offered to CYP 5-19 years of age.

Disability Detail and consider disability related evidence. This can include attitudinal, physical and social barriers as well as mental health/ learning disabilities.

- Respite care is primarily for the benefits of parents/carers is not dependent on parental disability

CYP with LD and complex health needs will need to be reassessed against HCC criteria.

Gender reassignment (including transgender) Detail and consider evidence on transgender people. This can include issues such as privacy of data and harassment.

N/A

Marriage and civil partnership Detail and consider evidence on marriage and civil partnership. This

can include working arrangements, part-time working, caring responsibilities. N/A
Pregnancy and maternity Detail and consider evidence on pregnancy and maternity. This can include working arrangements, part-time working, caring responsibilities. N/A
Race Detail and consider race related evidence. This can include information on difference ethnic groups, Roma gypsies, Irish travellers, nationalities, cultures, and language barriers. N/A
Religion or belief Detail and consider evidence on people with different religions, beliefs or no belief. This can include consent and end of life issues. N/A
Sex Detail and consider evidence on men and women. This could include access to services and employment. N/A
Sexual orientation Detail and consider evidence on heterosexual people as well as lesbian, gay and bisexual people. This could include access to services and employment, attitudinal and social barriers. N/A
<p>Carers Detail and consider evidence on part-time working, shift-patterns, general caring responsibilities.</p> <p>Impact on parents/carers -</p> <ul style="list-style-type: none"> • They will be required to engage with HCC assessment process • Parents/carers of CYP aged 5-7years of age may be offered an alternative respite solution rather than out of home overnight care as HCC only offer out of home respite care to CYP 8 years and older • Parents and carers hold respite care at Nascot Lawn in high regard (previous parent/carer survey conducted by HCC in conjunction with HVCCG/E&NHCCG - 2016) and may be anxious about change • Parents/carers will be required to support their CYP through a change in respite provision in conjunction with HCC •
Other identified groups Detail and consider evidence on groups experiencing disadvantage and

barriers to access and outcomes. This can include different socio-economic groups, geographical area inequality, income, resident status (migrants, asylum seekers).

N/A

Engagement and involvement

How have you engaged stakeholders with an interest in protected characteristics in gathering evidence or testing the evidence available?

No consultation or engagement with stakeholders/patients or the public has taken place on proposals to decommission Nascot Lawn.

HVCCG, ENHCCG and Herts County Council have worked together on a review of all overnight short break provisions. Parent/carers feedback on Nascot Lawn was extremely positive. It is important to note that whilst this review involved feedback from parents/carers it was not specific to the potential decommissioning of Nascot Lawn. (2016)

How have you engaged stakeholders in testing the policy or programme proposals?

No involvement to date

For each engagement activity, please state who was involved, how and when they were engaged, and the key outputs:

Summary of Analysis

Considering the evidence and engagement activity you listed above, please summarise the impact of your work. Consider whether the evidence shows potential for differential impacts, if so state whether adverse or positive and for which groups and/or individuals. How you will mitigate any negative impacts? How you will include certain protected groups in services or expand their participation in public life?

- Parents and carers of CYP with LD and complex health needs will no longer be able to benefit from overnight respite care for their CYP at Nascot Lawn
- CYP with LD and complex health needs will no longer be able to access overnight respite care at Nascot Lawn.
- HCC will be required to offer CYP who currently access a respite service at Nascot Lawn an assessment for HCC respite provision
- HCC will be required to fund the provision if CYP meet criteria.

Mitigating circumstances:

All of the following services, commissioned by HVCCG, support children with LD and complex health conditions

- Clinical care of CYP will not be adversely affected – CYP will continue to have full access to clinical care in community; acute and tertiary health services.
- Palliative care for CYP with life limiting conditions (which may include overnight respite +/- symptom care within the hospice environment),
- Children's Continuing Health Care,(which may include overnight health care within the CYP's own home)
- Children's community nursing (which provides nursing care, advice and support for CYP within their own homes, schools or nurseries)
- Special school nursing. (nursing care/support in the school environment)
- CYP aged 8-19 years will be highly likely to meet HCC respite care provision criteria.
- HVCCG will continue to fund joint packages of respite care in conjunction with Hertfordshire County Council.
- CYP who currently access Nascot Lawn will be eligible for assessment for overnight respite in a HCC provision.
- HCC have the statutory responsibility to fund respite care provision to this group of CYP.
- Benchmarking - Our surrounding CCG's are not offering 100% health funded respite facilities for children with LD and complex health needs
- CCG's do not have a statutory responsibility to provide respite care for CYP.

Now consider and detail below how the proposals could support the elimination of discrimination, harassment and victimisation, advance the equality of opportunity and promote good relations between groups (the General Duty of the Public Sector Equality Duty).

Eliminate discrimination, harassment and victimisation

N/A

Advance equality of opportunity

N/A

Promote good relations between groups

N/A

Next Steps

Please give an outline of what you are going to do, based on the gaps, challenges and opportunities you have identified in the summary of analysis section. This might include action(s) to eliminate discrimination issues, partnership working with stakeholders and data gaps that need to be addressed through further consultation or research. This is your action plan and should be SMART.

- Depending on the decision from the Investment Committee an action plan identifying next steps will be developed.
- The plan will include actions and timetables against the following key areas:
- Communication with stakeholders
- Contract arrangements
- Risks and mitigations

How will you share the findings of the Equality analysis? This can include sharing through corporate governance or sharing with, for example, other directorates, partner organisations or the public. The completed EqlA will be published on the Herts Valleys CCG website either as part of the report on the proposals or separately on the equality and diversity pages.

- No further action will be taken or wider dissemination until the decision from Investment Committee
- Sharing through corporate governance
- Commissioning Executive
- Children, young people's and maternity leadership group
- Herts Valleys CCG website

Health Inequalities Analysis

Evidence

1. What evidence have you considered to determine what health inequalities exist in relation to your work? List the main sources of data, research and other sources of evidence (including full references) reviewed to determine impact on each equality group (protected characteristic). This can include national research, surveys, reports, research interviews, focus groups, pilot activity evaluations or other Equality Analyses. If there are gaps in evidence, state what you will do to mitigate them in the Evidence based decision making section on the last page of this template.

- There is no CCG statutory requirement to fund the provision of overnight respite care for children and young people with learning disabilities and complex health needs.
- CCGs in the region do not fund standalone overnight respite care units for children and young people with learning disability and complex health needs.
- Under the Children and Families Act 2014, from September 2014 CCGs must:
 - commission services jointly for children and young people (up to age 25) with SEND (Special Educational Needs and Disability), including those with Education Health and Care plans (EHCP)
 - work with the local authority to contribute to the Local Offer of services available - <https://directory.hertfordshire.gov.uk/kb5/hertfordshire/directory/localoffer.page>
 - have mechanisms in place to ensure practitioners and clinicians will support the integrated EHC needs assessment process, and
 - agree Personal Budgets where they are provided for those with EHCPs
- Nascot Lawn respite provision is an additional service to children and young people who meet the Department of Health (2016) criteria for Continuing Health Care will continue to receive care packages to support their clinical needs.

Impact

2. What is the potential impact of your work on health inequalities? Can you demonstrate through evidenced based consideration how the health outcomes, experience and access to health care services differ across the population group and in different geographical locations that your work applies to?

- Clinical care of children and young people will not be adversely affected.

3. How can you make sure that your work has the best chance of reducing health inequalities?

Children and young people will continue to have full access to clinical care in community; acute and tertiary health services.

Monitor and Evaluation

4. How will you monitor and evaluate the effect of your work on health inequalities?

All HVCCG commissioned clinical services for children and young people will continue to be delivered and monitored as part of contract and quality monitoring arrangements.

Name of person(s) who carried out these analyses:

Elizabeth Biggs – Programme Lead – Children, young people and maternity

Yvonne Arnold – Commissioning Manager – Children, young people and maternity

Date analyses were completed: 07.012.16

OPTIONAL Date passed to equality and diversity lead for sign off: 03.01.17

OPTIONAL Equality and diversity Leads statement: This explains what is proposed and the reasons for it. It identifies the possible impacts and mitigating actions. There is enough there for decision makers to know and understand the possible impact of their decisions.

Paul Curry – Equality and Diversity Manager