

## Equality Impact Assessment (EqIA) for Policies, Procedures and Services

<b>Proposal name</b>	<b>Shared Lives Remodelling and permission to consult</b>		
<b>Directorate</b>	Adult Social Care		
<b>Service</b>	Shared Lives Service		
<b>Responsible Officer</b>	Jeanette Knapper		
<b>Proposal planning start</b>	Initially commenced as part of Scheduled payments 2018/19, Phase two post consultation (July) .	<b>Proposal start date (due or actual date)</b>	Post cabinet approval July 2021

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy		
	Procedure		
	Guidance		
	Is this a service to customers/staff/public?	<b>Yes</b>	
	If yes, is it contracted or commissioned?	<b>commissioned</b>	
	Other - Standardised payment model		<b>New</b>
<b>2</b>	<p><b>What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?</b></p> <p>Walsall Shared Lives Scheme aims to enable service users to maximize their potential to live full independent lives, within a community setting and to enjoy all the rights and responsibilities of citizenship.</p> <p>Walsall Shared Lives Scheme staff and Shared Lives Carers are committed to promoting the physical, emotional and spiritual wellbeing of the people in adult placements, and their protection from abuse and harm.</p> <p>Shared Lives recruits, selects and approves Shared Lives Carers from all sections of the Walsall community, irrespective of ethnicity, culture, sexuality or if they have a disability. Ongoing support, monitoring and reviewing is provided to all carers, alongside regular placement reviews.</p> <p>Walsall Shared Lives works closely with children's services to enable a smooth transition for younger adults. Beginning the matching processes prior to a person's 18 birthday, introducing children into adulthood.</p> <p>Shared Lives offer delivers to local people of Walsall, both in terms of recruiting local</p>		

people to become sustainable and innovative self- employed carers, as well as to create opportunities for vulnerable people to benefit from local life within a host carers home, rather than entering into costly traditional model of care as an alternative.

Aspiration is for Walsall to move to a standardised care model for all aspects of care frequently used by other authorities and recommended as best practice from Shared Lives Plus. Adult Social Care's draft proposal, for consultation is for a simplified model of banded rates and the draft implementation plan for this proposal, should it be approved.

There is a significant amount of time spent administering payments to existing Shared Lives Carers requiring multiple hand offs to 4 different teams. There is a full time administrative post currently dedicated to this. It is anticipated that if a standardised payment model is implemented it would generate administration efficiencies via establishing selectable rates in Mosaic and scheduled payments to Carers.

A new payment model should enable transparency to existing service users on the Shared Lives payment offer as well as being understandable and attractive to new Carers who wish to join the scheme. The scheme above all should be equitable. The draft proposal will give practitioners clarity on the rates to be utilised, something which has not been available in the past.

first request to cabinet is to seek permission to consult with all existing Provider carers part of the Shared lives scheme

<b>3</b>	<b>Who is the proposal likely to affect?</b>		
	<b>People in Walsall</b>	<b>Yes / No</b>	<b>Detail</b>
	<b>All</b>	<b>Yes</b>	<p>This will impact on all current Shared Lives Carers and the service users they support in the Shared Lives Scheme and future carers. There are currently 101 carers registered with Shared Lives. They accommodate 68 service users with a range of needs as part of their social care package.</p> <p>Please see tables and charts in section 4 for further details with regards to the characteristics of both carers and service users which presents a broad range of age, ethnicity, and religion of both carers and service users.</p>
	<b>Specific group/s</b>	<b>Yes</b>	
	<b>Council employees</b>	<b>Yes</b>	
<b>Other (identify)</b>			
<b>4</b>	<b>Please provide service data relating to this proposal on your customer's protected characteristics.</b>		

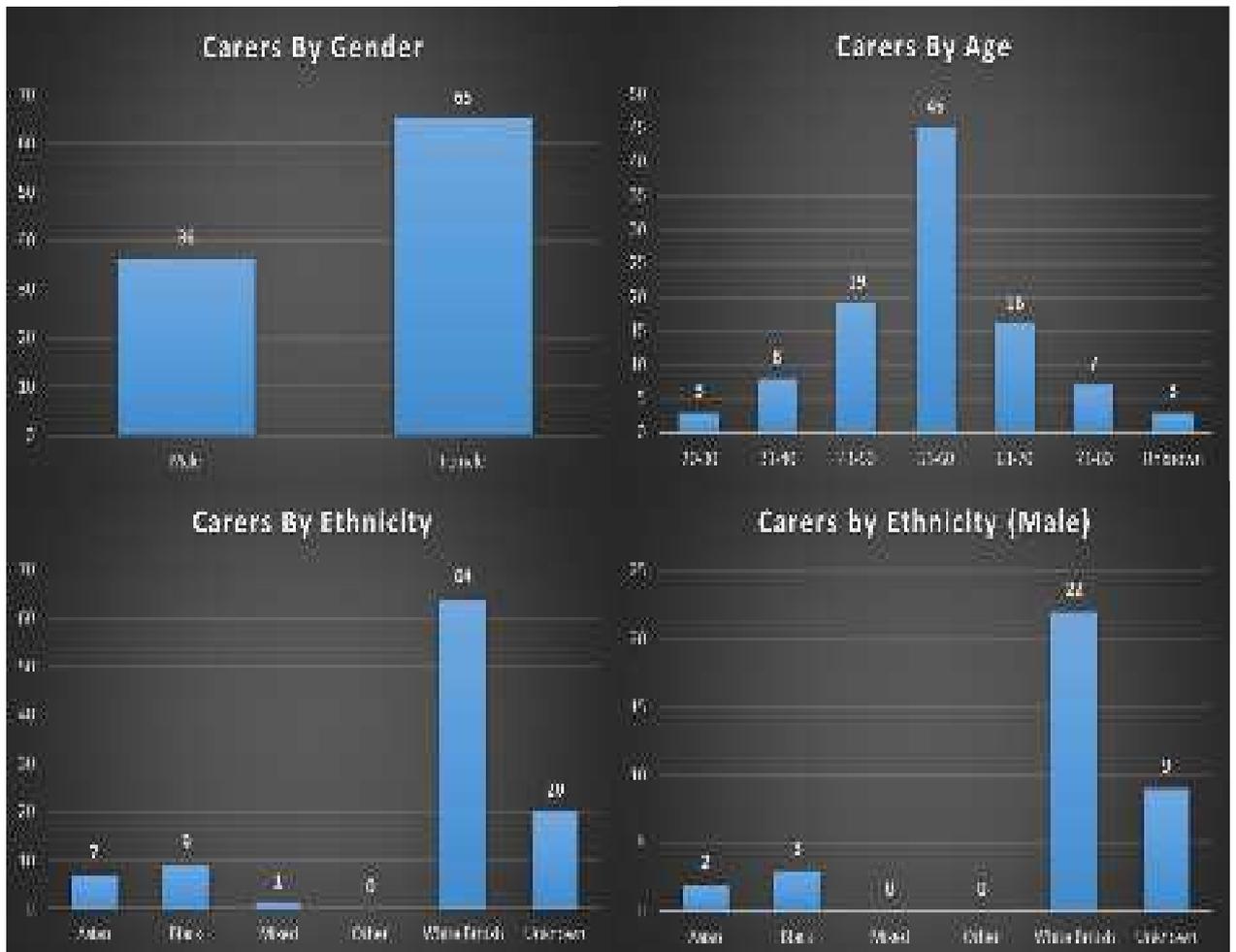
In Summary of the below statistics:

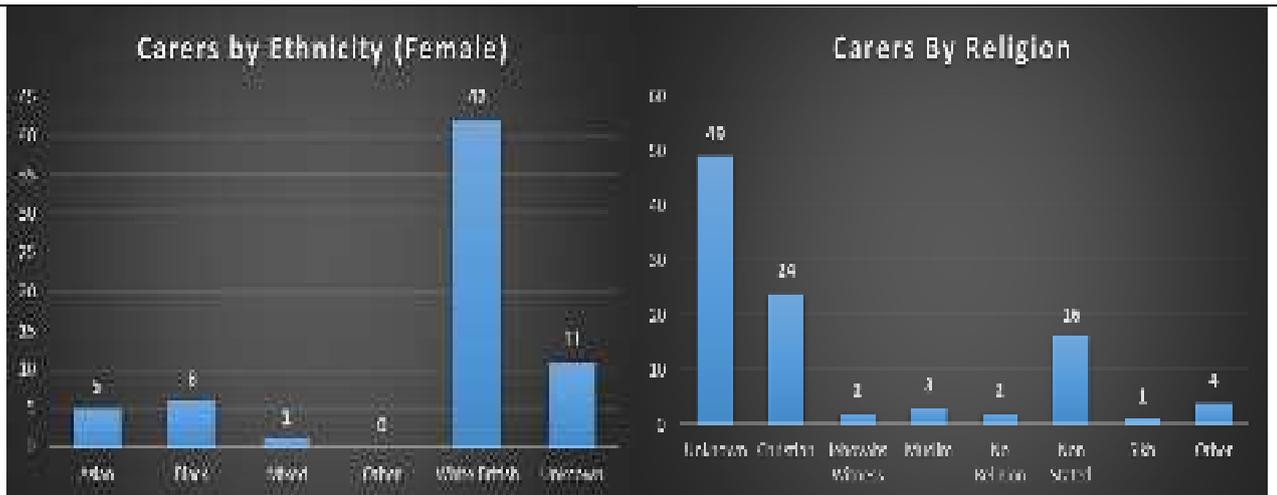
Over 70% of the carers are over the age of 51 highlighting a risk factor with regards to longevity of the service provision being able to be provided particularly where the service provision is high needs. In light of this, it highlights a need to procure younger carers particularly as 38% of Service users are under 30 highlighting a risk to the sustainability of these packages of care. The tables and charts below give details with regards to the characteristics of both carers and service users which presents a broad range of age, ethnicity, and religion of both carers and service users.

## Carers

Carers	
Gender	
Male	36
Female	65
Age	
20-30	3
31-40	8
41-50	19
51-60	45
61-70	16
71-80	7
Unknown	3
Race	
Asian	7
Black	9
Mixed	1
Other	0
White British	64
Unknown	20
Race (Female)	
Asian	5
Black	6
Mixed	1
Other	0
White British	42
Unknown	11
Race (Male)	
Asian	2
Black	3

Mixed	0
Other	0
White British	22
Unknown	9
<b>Religion</b>	
Unknown	49
Christian	24
Jehovahs Witness	2
Muslim	3
No Religion	2
Non Stated	16
Sikh	1
Other	4



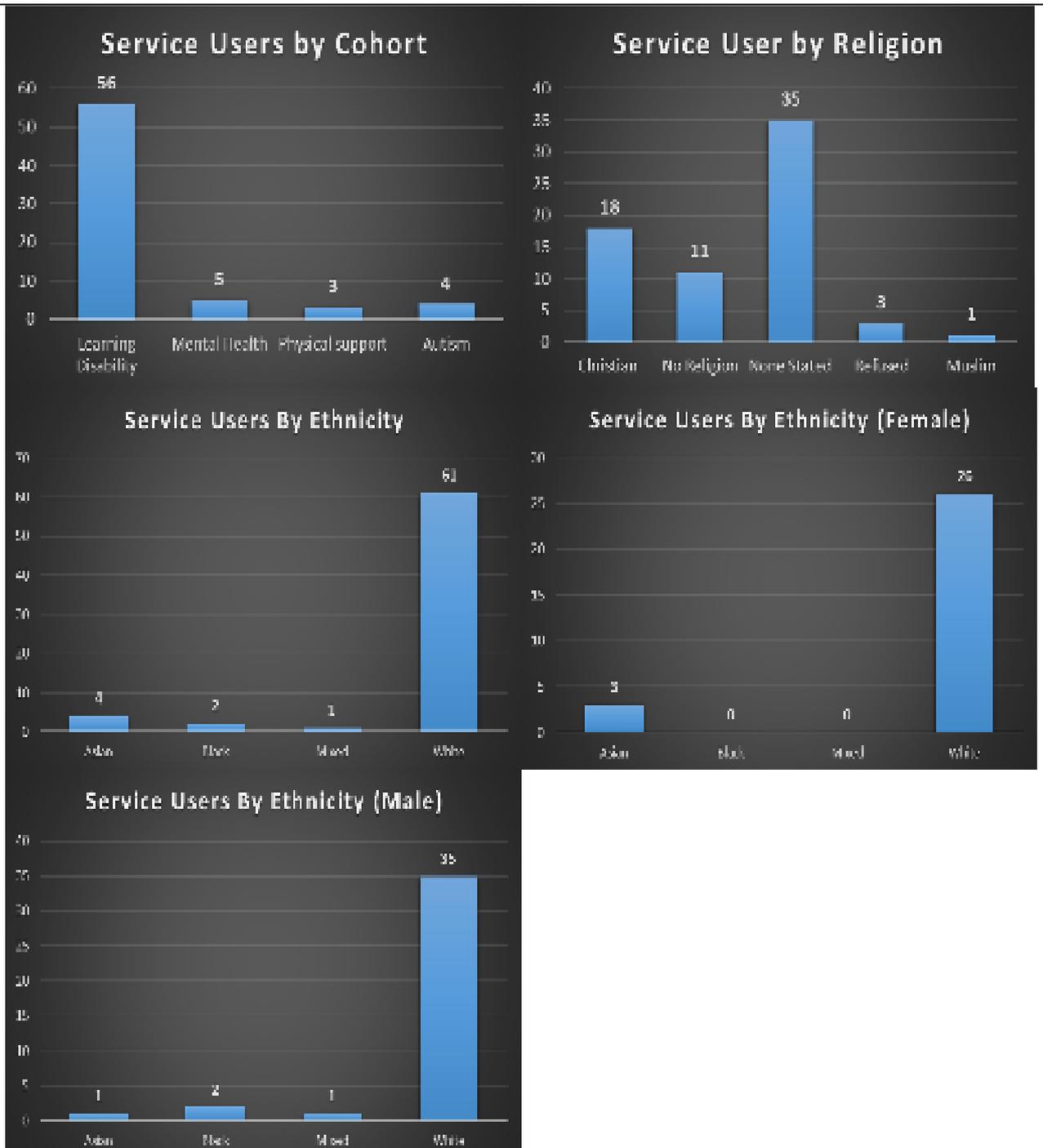


## Service Users

Service Users	
<b>Gender</b>	
Male	30
Female	38
<b>Age</b>	
0-20	9
21-30	17
31-40	12
41-50	9
51-60	11
61-70	5
71-80	4
81-90	0
91-100	1
Unknown	0
<b>Cohort</b>	
Learning Disability	56

<b>Mental Health</b>	<b>5</b>
<b>Physical support</b>	<b>3</b>
<b>Autism</b>	<b>4</b>
<b>Ethnicity</b>	
Asian	4
Black	2
Mixed	1
White	61
<b>Ethnicity (Female)</b>	
Asian	3
Black	0
Mixed	0
White	26
<b>Ethnicity (Male)</b>	
Asian	1
Black	2
Mixed	1
White	35
<b>Religion</b>	
Christian	18
No Religion	11
None Stated	35
Refused	3
Muslim	1





By introducing the remodelling opportunity for payments it is hoped that this will not only provide equity for all work delivered to support vulnerable people who are supported on the scheme, but also to attract new carers to grow the service in order to provide an attractive alternative to traditional models of care and that Shared Lives becomes more of a career as well as a vocation.

<b>5</b>	<p><b>Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).</b></p> <p>2019 – Shared Lives Carers engagement meetings – this is when discussed the modernisation of Shared Lives offer to attract new carers and widen the offer as stakeholders/practitioners expressed a need for Shared Lives for older people and other client groups and to look at the service as a stepping stone for younger people to independent living.</p> <p>At the moment the current situation is that over 70% of the carers are over the age of 51 highlighting a risk factor with regards to longevity of the service provision being able to be provided particularly where the service provision is high needs. In light of this, it highlights a need to procure younger carers particularly as 38% of service users are under 30 highlighting a risk to sustainability of these packages of care.</p> <p>Our plan is to include further engagement with existing service user/shared lives and future potential carers.</p> <p><b>Satisfaction Surveys</b></p> <p>The Service User survey had a response rate of 44% (31 respondents)</p> <p>The Carer’s survey had a response rate of 37% (27 respondents)</p> <p>The service user annual satisfaction survey for Shared Lives as of the 2019 survey, shows a 90% satisfaction rating of “Very Happy”.</p> <p>The carers Survey for 2019 shows an 84% rating of “Very good” with regards to how the Carers rate their experience of being a Shared Lives carer.</p> <p>In summing up being a Shared Lives Carer in one sentence, these were some of the responses:</p> <p>“Making a difference to people’s lives, and seeing them happy”  “Worthwhile and rewarding”  “rewarding, challenging, satisfying, with a sense of accomplishment”</p>
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<b>6</b>	<b>Consultation Activity</b> Complete a copy of this table for each consultation activity you have undertaken. (meetings with the carers, practitioners). Eg.			
	<b>Type of engagement/consultation</b>	Carers meetings re: new payment schedule model.	<b>Date</b>	17/01/19
	<b>Who attended/participated?</b>	Existing shared Lives Carers Officers of the Council		
	<b>Protected characteristics of participants</b>			
	<b>Feedback :</b> carers meetings – that pay be reflective of the work undertaken.  Stakeholders: In scoping and developing the draft model, extensive internal stakeholder consultation took place with Adult Social Care commissioning in November 2018 and the final model had been informed by this feedback.			
<b>6 Concise overview of all evidence, engagement and consultation</b>				
We need to recruit more carers, making it an attractive offer, that will better meet the needs of the people who could use the service; older people, transition etc. Different range of people to use it.				
<b>7</b>	<b>How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.</b>			
	<b>Characteristic</b>	<b>Affect</b>	<b>Reason</b>	<b>Action needed Yes / No</b>
	Age	Yes, more opportunity	Yes - More opportunities	
	Disability	Yes positive, more opp	Yes - positive and more opportunities	
	Gender reassignment	No. neutral	N/A	
Marriage and civil partnership	N/A	N/A		

	<b>Pregnancy and maternity</b> N/A	N/A	
	<b>Race</b> Positive if service grown and recruit more carers reflective of population of Walsall	Yes	positive as the service is grown and we are Able to recruit more carers, reflective of the Population of Walsall.
	<b>Religion or belief</b> N/A	N/A	
	<b>Sex : Positive</b>	Yes	Positive
	<b>Sexual orientation:</b> N/A	N/A.	
	<b>Other (give detail)</b>		
	<b>Further information</b>		
<b>8</b>	<b>Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.</b>		(Delete one) <b>Yes</b>
	<p>Yes the proposal links with the overarching needs of the Directorate and Corporate plan and its attempts to improve the lives of local people. It also means that we will be able to promote different ways of working by attracting a new workforce and innovation to the existing Scheme, linking also to maximising independence across vulnerable groups, giving them more opportunities around choice and also ensuring that the workforce are delivering service and support and receiving status and payment in line with front end service delivery-added value and cost effective in terms of affordability to the council</p>		
<b>9</b>	<b>Which justifiable action does the evidence, engagement and consultation feedback suggest you take?</b>		
	<b>A</b>	<b>No major change required</b>	
	<b>B</b>	<b>Adjustments needed to remove barriers or to better promote equality</b>	
	<b>C</b>	<b>Continue despite possible adverse impact</b>	
	<b>D</b>	<b>Stop and rethink your proposal,.</b>	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
21.4.2021	To go to Cabinet for permission to consult.	Jeanette Knapper		Proceed to consult and return to Cabinet Sept
24,6,2021	Forward plan submitted to revisit cabinet again July	Jeanette Knapper/Kerrie Allward		
24.6.21	CMT report incl feedback from consultation	Jeanette Knapper	1.7.2021	Proceed to Cabinet to update on consultation outcomes
<p>Consultation completed and the safe mitigations in order to minimise any disruption to people who receive the support via Shared Lives carers will be suggested as aprt of the preferred option to implement as part of the final design and the standing up of the a new model for payments.</p>				

Update to EqIA	
Date	Detail
<p>Use this section for updates following the commencement of your proposal.</p>	

### Contact us

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