

# Extra Care Interim Equality Analysis Report (Interim Report – subject to regular updating throughout the consultation period based on feedback received)

## Details of proposal:

The proposal relates to the fee consultation with providers for 2021/22 by Sefton Council. The fee proposal represents a proposed increase in the hourly rate paid by the council to Extra Care providers from £15.25 (in 2020/21) to £15.56 (for 2021/22) for the provision of 24/7 care and support to residents in Extra Care housing.

The combined annual value of the council's two Extra Care contracts will increase by £10,230 subject to consultation and the final recommendations made for decision in April 2021.

Contract		2020/21		2020/21 Proposal		
	Annual hours	Hourly rate	Annual contract value	Hourly rate	Annual contract value	Year on year increase
Parkhaven	20,000	£15.25	£305,000	£15.56	£311,200	£6,200
iCare	13,000	£15.25	£198,250	£15.56	£202,280	£4,030
Total	33,000	£15.25	£503,250	£15.56	£513,480	£10,230

## Ramifications of proposal:

The Extra Care providers may consider the £15.56 rate to be insufficient, making the service, in their view, as currently financially unviable. This may also result in providers modifying the service so it can be afforded by the new rate or alternatively, providers may decide to withdraw from the market and serve notice on their contracts.

## Are there any protected characteristics that will be disproportionately affected in comparison to others?

Yes. Age and disability. Extra Care can prevent the need for adults who are age 55 plus to move into Residential Care.

Extra Care provides a 24/7 on site care and support accommodation offer which is safe and secure and has strategies in place to prevent neglect and isolation and enhance independence. Couples, friends and siblings can continue to live together even if only one of them needs care and support. The model maximises independence by supporting the individual to do as much as they are able for themselves with the help of family and friends where possible

Extra Care can reduce the number of admissions to residential care and can also improve outcomes for citizens, their families and wider support networks.

The Parkhaven site presents a unique offer to people who are living with dementia by providing Extra Care housing, a day service, a purpose built respite unit, and a newly developed residential nursing home, which are all on the one site and care at home delivered from the site. This provides continuity of care and reduces the impact of changes to people living with dementia as their care and support needs change.

### Summary of the current residents by protected characteristic

<b>Description</b>	Parkhaven Court		iCare at James Horrigan Court	
	Number	Proportion	Number	Proportion
<b>Age Band</b>				
Under 55	2	8%	0	0%
Age 55-64	4	16%	6	40%
Age 65-74	3	12%	5	33%
Age 75-84	8	32%	2	13%
Age 85-94	7	28%	1	7%
Age 95+	1	4%	1	7%
<b>Total</b>	<b>25</b>	<b>100%</b>	<b>15</b>	<b>100%</b>
<b>Care Need</b>				
Dementia	22	88%	3	20%
Learning disability	4	16%	1	7%
Parkinsons	1	4%		
stroke	1	4%	3	20%
Spinabifida	1	4%		
Frailty	1	4%	3	20%
Physical disability			1	7%
Autism			1	7%
Mental health			1	7%
<b>Ethnicity</b>				
White - British/English/Welsh /Scottish /Northern Irish	25	100%	15	100%
<b>Religion</b>				
Roman catholic	4	16%	6	40%
Church of England	4	16%	5	33%
Not stipulated	11	44%	2	13%
<b>Sex</b>				
Female	13	52%	7	47%
Male	12	48%	7	47%
Gender reassignment	0	0%	0	0%
Sexual orientation - heterosexual	25	100%		
<b>Marital Status</b>				
Single	17	68%	4	18%
Widowed	2	8%	6	27%
Divorced		0%	1	5%
Married	6	24%	2	9%
<b>Disability</b>				

Hearing Impairment			0	0%
Visual impairment			1	5%
Other (Please Specify)			2	9%

## **Consultation:**

### **Strategy**

Information was shared with providers about the longer- term commitment of the council and CCG colleagues to the future Care Strategy and their subsequent involvement in specific workstreams.

### **Website**

The Sefton Council website has a section dedicated to the consultation where providers can ask questions. A running commentary of questions and answers is published.

The website also provides access to the notes and presentations from consultation meetings held with providers, together with this EIA which will be updated throughout the consultation process and will be a key reference point in relation to informing the final report for decision by the Cabinet Member for Adult Social Care .

### **Consultation letters**

Consultation letters were issued to providers on the 19th January 2021 with a deadline for responses by the 21st March 2021. Following discussion with providers at the consultation meeting on 10th March 2021 the deadline has been extended to 4th April 2021.

The consultation stated that the council wished to particularly receive and consider feedback in relation to the following:

1. Whether the level of proposed fees set out in the tables above will cover the cost of meeting assessed care needs for the period from 1st April 2021 to 31st March 2022.
2. If you do not agree with the above rates, in particular if you consider that they will not cover the cost of meeting assessed care needs within an efficient extra care facility, please complete and return the enclosed spreadsheet.

Providers were advised that the council is also wishing to gather further information on COVID-19 specific costs. As a result, this consultation also includes asking providers to submit details of such costs. To this end, supplied with the consultation letter was a spreadsheet that providers could complete and return when responding to question 2 of the consultation.

However, providers have also been advised that they can submit information in any formats that are more convenient for them.

### **Consultation meetings**

A dedicated consultation meeting was held on 10<sup>th</sup> March 2021 on Microsoft Teams for providers to meet with senior leaders from the council and to give their views about the market and the challenges faced, including those pertinent to the pandemic.

At the meeting, the senior leader provided an overview of the council's position this included a presentation followed by questions and answers.

Questions raised by providers at the consultation sought clarification of the council's position on:

- financial assumptions in calculating the rate
- The national real living wage
- Sleep in payments (reference was made to the Tomlinson Blake v Royal Mencap case)
- PPE availability beyond March
- LCR being an outlier in terms of fees when compared with the rest of the country

A schedule of the questions and corresponding answers can be viewed on the council's website along with the presentation and meeting notes.

### **Is there evidence that the Public Sector Equality Duties will continue to be met?**

The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

Removing or mitigation of disadvantages suffered by people due to their protected characteristics.

- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Extra Care housing provides adults over age 55 with care and support needs, some of whom would otherwise need to move to Residential Care, with the choice to remain living in their own home on a safe and secure site that provides a 24/7 care and support team.

Couples, friends and siblings can continue to live together even if only one of them needs care and support.

Access to the service is provided based on a statutory assessment of need meeting the eligibility criteria for the service.

Meeting a Service Users needs in relation to their protected characteristics is a key element of the assessment and support planning process.

Strategies are in place to prevent neglect and isolation.

Support plans address barriers that would otherwise prevent Service Users from participating in their chosen activities and engaging with the wider community.

Policies are in place to prevent discrimination, harassment and victimisation and other conduct prohibited by the Act.

### **What actions will follow if proposal accepted by cabinet & council?**

The Council will hold a meeting with providers to inform them of the outcome on the Fee Proposal Consultation. Following this the Council will work with providers to implement the new rate.

The Council will hold ongoing consultations with providers to obtain their views on the impact of the rate, the impact of technologies and any adaptations to the service.

The Council will continue to monitor utilisation, quality and performance through a combination of reporting by providers and quality and compliance checks undertaken by the Council.

Extra Care is a growth area for the Council and a number of new sites are currently proposed across the borough. Working in partnership with the developers and housing providers the Council is hopeful of bringing a number of these sites to full planning approval during 21/22.

In all the council require an additional 1,306 units of extra care accommodation over the next 15 years which could equate to around 16 new schemes. Market engagement events will be facilitated for new schemes and to further emphasise the Councils vision prior to contracts for the provision of care and support being tendered. Providers are advised to join the Flexible Purchasing System: Care and Support in Extra Care Housing and Local Communities (Liverpool City Region 2018) via the CHEST Portal.

The Care Act 2014 gives responsibilities to CQC for assessing the financial sustainability of certain care providers, it also gives them new powers to request information from those providers and to request a provider who they judge to be in financial difficulty to develop a sustainability plan and arrange an independent business review, to help the care provider remain financially sustainable.

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#### Notes:

This Interim EIA was reviewed on the 26th March 2021 and changes were made to the consultation section to reflect the consultation so far and to ensure it was in an accessible format to comply with the Website Accessibility Guidelines.