

Budget Saving - Initial Equality Impact Considerations

Directorate: Adult Services and Wellbeing

Title of option	Charging for Care Services Within Heatherstones						
Aims/outcomes of Service/Function	<p>Heatherstones is fully funded by BCF and aims to provide a steppingstone primarily from hospital to home. This service is for people who may be homeless, or their current home is now no longer suitable, or they need adaptations to manage their activities of daily living. This is to facilitate early discharge from hospital or prevent admission to hospital, residential or respite care. CHFT therapy staff in-reach into Heatherstones providing a plan of therapy goals and reablement support workers provide care and support and assistance with the therapy goals such as exercises. The service is suitable for people who want to live independently but require short term alternative accommodation and care and support to achieve this. Heatherstones accommodation consists of self-contained apartments that supports independent living promoting fast recovery and maximises the persons strengths living in a safe setting. This service is free for up to 6 weeks.</p>						
Option being proposed	<p>The option being proposed is to This is a service which CMBC could charge for after these 6 weeks.</p> <p><u>Savings</u></p> <table data-bbox="639 1256 895 1368"> <tr> <td>2024/25</td> <td>£41k</td> </tr> <tr> <td>2025/26</td> <td>£41k</td> </tr> <tr> <td>2026/27</td> <td>£41k</td> </tr> </table>	2024/25	£41k	2025/26	£41k	2026/27	£41k
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EIA findings	<p><u>Service delivery impact</u></p> <p>The proposal would impact in respect of age as Heatherstones service is used by adults with care and support needs over the age of 18.</p> <p><u>Employment impact</u></p> <p>The proposal would have no impact on people work in the Council with one or more of the following protected characteristics: disability, race, religion or belief, gender reassignment, sex and sexual orientation.</p>						
Justification (where no impact) and action(s) to manage/mitigate Impact	<p>The impact would not be felt by CMBC employees. but it would be the people using Heatherstones. However, there would be more equitability and parity of approach in undertaking Charging and Assessment of people using Adult Social Care services. The Council can continue to support and focus on those groups with a protected characteristic who have a statutory need for a service.</p>						

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Title of option	Recovery College
Aims/outcomes of Service/Function	To review the requirement for continued investment into the Recovery College
Option being proposed	<p><u>Savings</u></p> <p>2024/25 £30k</p> <p>2025/26 £30k</p> <p>2026/27 £30k</p>
EIA findings	<p><u>Service delivery impact</u></p> <p>All non-essential services being considered for potential savings to address the overspend within the Directorate. There is a small risk NHS partners will withdraw a £26k investment into adult mental health services which would need to be found from base budget.</p> <p>SWYPFT have expressed that the loss of this funding which they use to employ a Recovery College Support Worker 30 hours per week to be a significant risk to the delivery of Recovery College courses as there is no other external funding for the Recovery College.</p> <p><u>Employment impact</u></p> <p>To review current workforce demographic and current issues around diversity with relevant officers and stakeholder groups. To include improvement plan actions in EIA action plan post approval.</p> <p>There may be an impact on people with a protected characteristic (mental ill health).</p>
Justification (where no impact) and action(s) to manage/mitigate Impact	The service will continue to deliver mental health opportunities services to the same range of adults who currently receive them hence there will be a continued positive impact for people with a mental health diagnosis. In addition, there will be a parity of access for people using more mainstream employment services.

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Title of option	Withdrawal of social care staff from SWYPFT Vocational service						
Aims/outcomes of Service/Function	<p>Individual Placement Support model (IPS).</p> <p>IPS is the model for supporting people with Mental Health challenges into employment, this is an evidence based approach and is embedded into the NHS long term plan. The roles are Specialist Employment Advisors grade at Band 5 NHS and all staff are employed by the NHS as the Local Authority grading does not match this.</p>						
Option being proposed	<p><u>Savings</u></p> <table data-bbox="639 824 895 934"> <tr> <td>2024/25</td> <td>£50k</td> </tr> <tr> <td>2025/26</td> <td>£77k</td> </tr> <tr> <td>2026/27</td> <td>£77k</td> </tr> </table>	2024/25	£50k	2025/26	£77k	2026/27	£77k
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EIA findings	<p><u>Service delivery impact</u></p> <p>The service will need to explore other opportunities for to support vocational support.</p> <p><u>Employment impact</u></p> <p>There are 2 staff in post in the vocational team, one person, 37 hours retires in March 24 and the person in the part time post as expressed interest in VER in January and this may get approval.</p> <p>The 22.5 hours vacant post for specialist employment advisor is difficult to recruit to as the LA pay scale does not match the SWYPFT grading.</p> <p>There may be an impact on people with a protected characteristic (mental ill health).</p>						
Justification (where no impact) and action(s) to manage/mitigate Impact	<p>Identify activity that will not be delivered and explore opportunity for this to be met via non Mental Health services such as the Employment Hub /ISCAL. To include improvement plan actions in EIA action plan post approval.</p>						

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Title of option	Vacant Social Care Posts in the Mental Health Core Pathway.						
Aims/outcomes of Service/Function	Social Care assessments delivered to people using NHS mental health services						
Option being proposed	<p>To review the requirement for the Social Care Enablement Role within the Mental Health Core Pathway.</p> <p><u>Savings</u></p> <table data-bbox="639 674 895 786"> <tr> <td>2024/25</td> <td>£65k</td> </tr> <tr> <td>2025/26</td> <td>£65k</td> </tr> <tr> <td>2026/27</td> <td>£65k</td> </tr> </table>	2024/25	£65k	2025/26	£65k	2026/27	£65k
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EIA findings	<p><u>Service delivery impact</u></p> <p>The impact on Partners, SWYPFT has been identified by them as high as this would reduce the number of social care staff that are based with the clinical team. There is a senior worker based within Core who provides case work and advice on social care issues.</p> <p><u>Employment impact</u></p> <p>There will be the loss of x2 posts and this could have a detrimental impact on people with protected characteristics (mental health).</p>						
Justification (where no impact) and action(s) to manage/mitigate Impact	<p>Social care assessments can be undertaken by the Adult Social Work team and packages of care commissioned.</p> <p>To enhance the current working arrangements with partners to ensure that there is a social care focus in the treatment and care of individuals with mental health needs.</p> <p>Funding for the SWYPFT contribution to the LA post will need to be met from the mental health base budget.</p>						