

Equality Impact Assessment

Directorate: Wellbeing	
Service: Adult Social Care	
Name of Officer/s completing assessment: Alan Sinclair	
Date of Assessment: February 2017	
Name of service/function or policy being assessed: Continuing Health Care (CHC)	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>NHS continuing healthcare is a package of care that is arranged and funded solely by the NHS for individuals who are not in hospital and have been assessed as having a "primary health need". To be eligible for NHS continuing healthcare a person must be over 18 and have substantial and have been assessed as having on going "primary health needs", (not primary social care needs).</p> <p>There is a two stage CHC assessment process; initially a CHC checklist tool is used to decide whether the person should be referred for a full assessment (second stage known as a Decision Support Tool or DST), which in turn will help the health and social care professionals to work out whether their care needs may be of a level or type that indicate you may be eligible for NHS continuing healthcare.</p> <p>As such CHC is regularly screened for as part of the initial contact and assessment work in the department, in particular but not exclusively, in the Hospital Social Work team.</p> <p>Should a client be assessed as eligible for CHC funding the NHS will fully or partially contribute towards the cost of support for the individual. Clients that fall below the eligibility threshold will be high cost social care funded care packages. Clients that may have been previously assessed will have their care packages reviewed and this may change the funding responsibility again.</p> <p>It is important to note that the CHC application and assessment process is rigorously managed as outlined in the NHS CHC National Guidelines 2012 57.1</p> <p>The equality monitoring form is for completion by the individual being assessed, although staff should offer to help them complete it where support is required. The purpose of the equality monitoring form is to help CCGs identify whether</p>

	<p>individuals from different groups (in terms of disability, ethnicity, etc.) are accessing NHS continuing healthcare on an equitable basis, including whether they are being properly identified for potential eligibility at Checklist stage and are being identified for the Fast Track process where appropriate.</p> <p>This area of business is monitored in the ASC Reform Programme due to the significant costs attached in supporting clients that are just below or above the threshold of CHC funding and the impact that managing the CHC process will have on the Programme's savings. Importantly for readers of this paper there are no changes in CHC eligibility thresholds, EIA is monitored for CHC on an annual basis by the NHS and there are a national set of NHS CHC guidelines.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>All of adult social care teams will undertake the CHC checklist and DST process, this is quality assured by a Practice Lead Social Worker with extensive experience in CHC, who sits on the East Berkshire CCG CHC approval panel.</p> <p>CHC eligibility and processes are governed by a set of national NHS guidelines (the latest edition was issued 2012). These in turn are managed by a cross representative group of care and health care professionals across the East Berkshire CCGs and Local Authorities.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Other:</p>

	<p>As mentioned above, equitable access to and decision making for, CHC funding is actively monitored as described under section 57.1 of the NHS guidance. This is to ensure that there is a consistent method to undertake the assessment for NHS CHC throughout the NHS and Adult Social Care.</p> <p>The NHS release annual EIA statements specifically for CHC, an example of which can be found: https://www.england.nhs.uk/wp-content/uploads/2015/04/equal-hlth-inequal-anlys.pdf</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>As discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines. Therefore the impacts remain static until either a change in these guidelines and or case law.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None, as discussed the CHC is part of business as usual and as such any clients are assessed according to a specific health condition, illness or disability and whether this is substantial and ongoing.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>As discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines. Any clients are assessed according to a specific health condition, illness or disability and whether this is substantial and ongoing.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Not applicable, as discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Not applicable, as discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Not applicable, as discussed the CHC is part of business as usual and it is governed by a NHS set of national guidelines.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>CHC funding is actively monitored as described under section 57.1 of the NHS guidance. This is to ensure that there is a consistent method to undertake the assessment for NHS CHC throughout the NHS and Adult Social Care.</p> <p>The NHS release annual EIA statements specifically for CHC, an example of which can be found: https://www.england.nhs.uk/wp-content/uploads/2015/04/equal-hlth-inequal-anlys.pdf</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
N/A						
N/A						

Name: Signed: Alan Sinclair.....(Person completing the EIA) Name: Signed:(Policy Lead if not same as above) Date: Dec 15
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