

Diversity impact assessment

TITLE	Assessment Bed Service - Residential Care
DATE	17 July 2024
LEAD OFFICER.	Jack Rye – Programme Lead, Adults Partnership Commissioning

1. Summary description of the proposed change

What is the change to policy / service / new project that is being proposed?
How does it compare with the current situation?

The proposal is to procure a new Residential Care Assessment Bed Service within a residential care home in Medway. This document assesses the impact of this new service.

Adults suitable for the assessment bed service should demonstrate evidence of a cognitive impairment and require a period of recovery and assessment outside of an acute clinical environment. This is to ensure the patient is at their optimum and baseline at the point of long-term decision making, and that there are no acute environmental factors, organic health needs such as Delirium or acute social care needs exacerbating the patient’s presentation and enhancing care and support, they require to meet their long-term needs.

Patients will stay in an assessment bed for a period of up to 6 weeks to enable the relevant health and social care assessments to take place. A multi-disciplinary team, including care and support staff from the provider, will provide patient centred care and support to individuals to maximise independence and improve wellbeing. This will involve developing a deeper understanding of the service user outcomes and barriers to achieving those whilst within the service and ensuring these are considered within the long-term care plan.

The aim of the service is to reduce length of stay at the hospital and reduce complex needs and or challenging behaviours to a point where residents can be safely accommodated in a standard residential care placement or even discharged to their own home with a package of care.

2. Summary of evidence used to support this assessment

Eg: Feedback from consultation, performance information, service user.

Eg: Comparison of service user profile with Medway Community Profile

Medway community profile information

Medway’s population is aging and is predicted to continue to age over the next 10 years. A population with a larger number of older people, implies increasing

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age-related conditions such as dementia, multimorbidity, frailty and falls, as well as more older adults with disabilities.

Service data indicates a rising prevalence of dementia in care home users. The number of people with dementia in Medway is predicted to rise by 46% between 2019 and 2030. An estimated 3,170 people had dementia in 2019, of whom 1,835 had severe dementia.

Service Users Numbers

Based on data from the previous assessment bed service, over a two- and half-year period (between May 2017 and November 2019), 155 residents passed through an assessment bed. Under the new contract it is expected that 88 residents will pass through the 8 new assessment beds annually. Based on the data from the previous contract we expect to see a similar discharge profile.

Performance information

Previous service contract data showed that only a third of residents moved into a long-term residential placement following a stay in an assessment bed, with long term residential care being avoided for two thirds residents passing through the service. This not only results in spend avoidance but leads to positive service user outcomes, in line with strategic objectives of supporting to people to remain as independent as possible.

Profile of service users (age/ethnicity/disability etc)

The service is available to eligible adults aged 18 and over, however it is likely that the service will be primarily used by older people presenting with dementia and/or complex and challenging behaviours in hospital, which have been linked to the unfamiliarity of their hospital admission or acute episode.

Budget information

The assessment bed service will comprise of 8 beds and will be funded through the Better Care Fund (BCF). The BCF is managed jointly by Medway Council and the NHS Kent and Medway Intermediate Care Board.

Consultation

Internal (Medway) consultation:

A report was presented to the Childrens and Adults Divisional Management Team (CADMT), followed by a report to Joint Commissioning Management Group (JCMG). Medway Council and NHS Kent and Medway Integrated Care Board jointly agreed that the assessment bed service would have a positive impact and approved funding for the service.

External stakeholder consultation:

In February 2024, commissioners carried out an electronic pre-market engagement event, contacting all suitable Care Quality Commission (CQC) registered residential and nursing care providers in Medway. This event was an opportunity for providers to engage with commissioners to understand the level of interest in providing the assessment bed service.

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Internal and external stakeholders and other linked organisations will have opportunity to inform the development of the service specification.

Service user and/or their families/carers views and feedback will be sought following a stay in an assessment bed, this feedback will be used to manage the service and shape service delivery.

3. What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	NO	YES	YES
Disability	NO	YES	YES
Gender reassignment	NO	YES	YES
Marriage/civil partnership	NO	YES	YES
Pregnancy/maternity	NO	NO	NO
Race	NO	YES	YES
Religion/belief	NO	YES	YES
Sex	NO	YES	YES
Sexual orientation	NO	YES	YES
Other (eg low-income groups)	NO	YES	YES

4. Summary of the likely impacts

Who will be affected?

How will they be affected?

The procurement of the 8-bed assessment service will advance equality for future service users, a new provider, and local health and community services.

Negative impact(s) on any protected characteristic groups listed above are unlikely and fostering good relations amongst groups is likely.

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The service will give increased insight into the experiences of those with the below characteristics and whether there are differences in peoples experience, accessibility, and outcomes when using the service.

- Age
- Disability
- Gender reassignment
- Marriage/Civil partnership
- Race
- Religion/belief
- Sex
- Sexual orientation
- Other (e.g. low-income groups)

People who are admitted to hospital on maternity pathways are not supported by this service. The service will not exclude service users from accessing the service based on any other protected characteristic.

5. What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

Under the Care Act 2014 Medway Council as a Local Authority has a statutory duty to provide residential and nursing care services to eligible adults.

There are 41 residential and nursing care homes in Medway registered with the CQC to care for older adults, a number of who are experienced in delivering care for individuals with dementia and/or complex and challenging behaviours.

Medway does not have any community hospitals, commissioned discharge to assess beds, or assessment beds for adults with dementia or with complex and challenging behaviours. Given the complexity of requirements of this care, there is no alternative way assessment beds service can be delivered.

The specification will be developed with particular attention on providing equity of service to all as well as accommodating additional needs such as those with sensory disabilities. The service provided will be sensitive to, and meet, the service users cultural and/or religious beliefs and must accommodate their needs and wishes when providing care.

6. Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

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Action	Lead	Deadline or review date
Monthly reporting on service user profiles by characteristic	Provider	October 2025
Service user representation involved in an advisory capacity for contract development	Adults Partnership Commissioning	October 2025
Review equity of access for 'assessment beds'	Adults Partnership Commissioning	April 2026

7. Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

As part of the commissioning process, we will undertake engagement with internal and external stakeholders, health, and community sectors in order to inform the development of the service specification and service user outcomes.

The recommendation is to proceed with the change and procure an assessment bed service in Medway and implement the Action Plan above.

8. Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director



Date of authorisation

22 July 2024