

SOCIAL CARE, HEALTH & HOUSING CABINET BOARD

REPORT OF THE HEAD OF COMMUNITY CARE & COMMISSIONING

– C.MARCHANT

14TH MAY 2015

SECTION A – MATTER FOR DECISION

WARDS AFFECTED: ALL

GRWP GWALIA RE-ALIGNMENT OF RESIDENTIAL CARE

1. Purpose of Report

The purpose of this report is:

- To report to Members the proposed realignment of Grŵp Gwalia's residential services within Neath Port Talbot and
- For Members to approve a 30 day public consultation in light of a reduction in the number of available Short Break placements outlined in the proposed realignment.

2. Introduction

This paper sets out the Council's proposal to adapt and reshape residential services for older people within Neath Port Talbot, to assure they remain and continue to be, responsive and pertinent to meet the changing needs of the population.

The number of older people aged 65+ within Neath Port Talbot is increasing (>44% by 2026) as is the number of older people with dementia, especially amongst those aged 85 and over; this trend is expected to continue. Incidences of multiple, chronic, and long term illness within this population group are also high.

In order, to enable older people to remain independent and in their own homes, demand for more substantial and complex social care support is also rising. As too, are the numbers of unpaid carers, many of whom are aged 50 plus.

Current data shows, individuals, who seek residential care, are predominantly aged 85 years and over, have multiple long term and chronic health conditions such as, diabetes and dementia and require more frequent and intensive support

Grŵp Gwalia residential services, at present, provide a mix of **Long Term** care, **Short Term**, **Intermediate**

Care and **Short Breaks** (respite). However, the split of bed placements across these services does not reflect the needs of the population.

The new Caewern residential home, known as **Plas Bryn Rhosyn** (PBR) currently under construction on the former Lower Caewern site, provides the Council with the opportunity to realign service capacity so as to meet the needs and demands of the older population within Neath Port Talbot, both now and for the future.

3. Background

Grŵp Gwalia is contracted by the Council to oversee the management and running of 7 residential and Short Breaks care homes within Neath Port Talbot. (See Appendix 1 for a breakdown of services provided).

As part of the Council's *Improving Residential Care Project (2010)*, Grŵp Gwalia have committed to build four new modern dementia friendly residential homes across the County.

- **Llys Y Seren**, situated in Port Talbot, was the first new builds to be completed in 2014.
- **Plas Bryn Rhosyn (Old Caewern)** is the second, and due to open in Oct 2015.

The following table shows a breakdown of the **Current** bed capacity across the 7 homes:

Type of bed placement	Total Number of beds
Long Term	193
Intermediate	19
Short Breaks	19

Current trend shows that over the last three years, placement to **Long Term** services has decreased by **11%**, as more and more people are being supported to remain living within their own homes.

Intermediate Care beds were introduced in 2014. Occupancy levels have remained high throughout the year. Current demand exceeds capacity and the service is presently running a waiting list.

Demand for traditional **Short Breaks** (respite) has witnessed the most significant decrease, reducing by circa **50%** over the last three years.

In 2014/15 Caewern Respite Home reported that on average 30% of beds were void per month.

The data shows that demand for Long Term residential care and traditional Short Breaks placement is declining, yet the current configuration of services does not reflect this.

4. Proposed Model

The following proposal is based on a recent options appraisal, and looks to address service imbalance by reshaping them to become more responsive and flexible to meet current and expected needs of older people within Neath Port Talbot.

It is important to note that of the 7 homes, this proposal will only affect 3: Llys Y Seren, Caewern Respite and Dan Y Bryn.

- **Intermediate beds** will increase in capacity:
 - Enabling older people to remain independent and supported within their own home for as long as they choose to do so.
 - Ensuring timely discharges from hospital as part of a pathway to returning home.
 - Providing individuals with the right care at the right time as close to home as possible.
- **Short Breaks** bed capacity will reduce slightly in line with current demand:
 - The Short Breaks allocation tool will ensure services are allocated fairly, when an eligible need has been identified.
 - Continued promotion and use of Direct Payments, will allow individuals more opportunity to purchase less traditional, more creative care solutions such as employing personal assistants, paying for community based activities or supported holidays.
- **Long Term** bed placements will be affected as per agreed arrangements with Gwalia.

This model takes into account both national and local policy with regards to older person's services:

- *The Social Services and Wellbeing (Wales) Act 2014*
- *Connecting People and Communities: A Policy for Transforming Social Care in Neath Port Talbot 2013-2018*
- *Delivering Integrated Health and Social Care for Older People with Complex Needs across Western Bay. Statement of Intent, March 2014*
- *Neath Port Talbot's Older People's Services Commissioning Strategy 2013-2016*
- *Joint Carers Commissioning Strategy 2015-18 (Draft)*

It considers and responds to the Carers views, as outlined in Neath Port Talbot Council's 'Have your Say' events. Whereby, Carers identified the importance of having a break from their caring role and that the breaks needed to be flexible, tailored to individual needs and provided in a variety of ways and benefit both the Carer and the person they support.

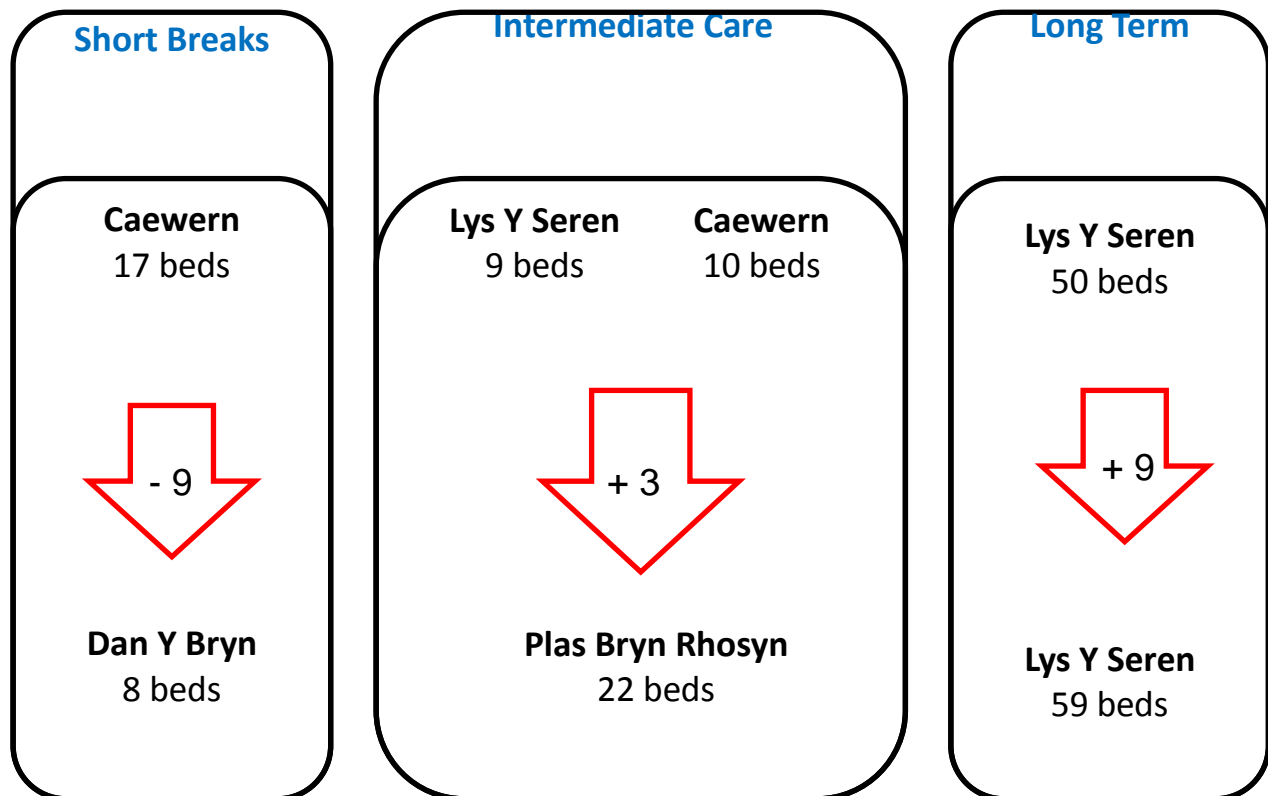
It also, reinforces the Council's committed to ensuring **Short Breaks** remain flexible and individually tailored for those with eligible needs.

5. Practical Application of Proposed Model

Alongside existing plans for current residents of Gorfwysffa and Hafod to transfer to Plas Bryn Rhosyn, the following outlines how the proposed model will work in practice.

- Re-locate reduced Short Breaks bed placements from Caewern Respite to Dan Y Bryn

- Transfer 9 Intermediate Care Beds from Llys Y Seren and 10 from Caewern to Plas Bryn Rhosyn. Increasing the total number of Intermediate Care Beds available in Plas Bryn Rhosyn to 22.
- Reconfirm vacated intermediate Care Beds in Llys Y Seren back to Long Term Care placements



6. Consultation on proposed model

Following the decision of Cabinet to approve consultation on the proposals consultation plan has been produced. The plan takes a systematic approach to informing key stakeholders of the consultation and the means of providing feedback. The plan also outlines the activities which will be undertaken in an attempt to reach stakeholders who may have protected characteristics as outlined in the Equalities Act 2010.

7. Equality Impact Assessment

An Equality Impact Assessment on the proposed new model has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010.

The Equality Impact Assessment has assessed that the proposed consultation model will affect individuals over the age of 65 who with assessed needs in relation to Mental Health. The proposed model will not have an adverse effect on people with Mental Health as all service users will be assessed and on the basis of this need receive a service. It will therefore mean that service users may access services in the future in a different location than they currently do. There may therefore be an effect on some individuals in different equalities groups and within specific groups as some individuals may no longer attend the same service(s) in the future. However, this is considered justified to ensure that greater independence is promoted in individuals whilst accessing services to meet their needs.

The above provides a summary of the findings of the Equality Impact Assessment only, and it is essential

that Members read the Equality Impact Assessment which is attached to this report at Appendix 3.

This Equality Impact Assessment will be updated throughout the consultation process and will be resubmitted with the final report on the outcome of the consultation.

8. Recommendation

Having given due regard to the Equality Impact Assessment, it is recommended that Members approve the following:

- To undertake a 30 day public consultation in light of a reduction in the number of available Short Break placements outlined in the proposed realignment.

9. Reason for the Proposed Decision

To seek approval to reshape the current residential services for older people to assure that they remain and continue to be responsive and pertinent to meet the changing needs of the population.

10. List of Background Papers

None

11. Wards Affected

All

12. Appendices

Appendix 1 Current Service Configuration
Appendix 2 Proposed service Configuration
Appendix 3 Equality Impact Assessment

13. Officer Contact

Claire Marchant, Head of Community Care and Commissioning
Tel. No.: 01639 684710
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Sarah Waite, Community Resource Team Support Manager – Community Networks
E-mail: sarah.waites@wales.nhs.uk

Appendix 1: Current Service Configuration

	Services Provided		
Residential Home	Long Stay	Intermediate Care	Short Breaks
Hafod	X		
Gorffwysfa	X		
Caewern		X	X
Llys Y Seren	X	X	
Dan Y Bryn	X		
Trem Y Glyn	X		
Arwelfa	X		X

Appendix 2: Proposed Service Configuration

	Services Provided		
Residential Home	Long Stay	Intermediate Care	Short Breaks
Plas Bryn Rhosyn	X	X	
Llys Y Seren	X		
Dan Y Bryn	X		X
Trem Y Glyn	X		
Arwelfa	X		X

Appendix 3 Equality impact Assessment

Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Community Care and Commissioning
Directorate: Social Services, Health and Housing

(a) This EIA is being completed for a...

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(b) Please name and describe below...

- To agree to a 30 day public consultation on the proposed new realignment model in light of the a reduction in the number of available Short Break placements

(c) It was initially screened for relevance to Equality and Diversity on ...

5th May 2015

(d) It was found to be relevant to...

Age	<input checked="" type="checkbox"/>	Race.....	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex.....	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity.....	<input type="checkbox"/>	Welsh language	<input type="checkbox"/>

(e) Lead Officer

Name: Sarah Waite

Job title: Community Resource Team

Support Manager

Date: 5th May 2015

(f) Approved by Head of Service

Name: Claire Marchant

Date: 5th May 2015

Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

What are the aims?

To agree to a 30 day public consultation on the proposed new realignment model in light of the a reduction in the number of available short break placements

Who has responsibility?

Claire Marchant, Head of Service, Community Care and Commissioning

Who are the stakeholders?

Residents of the following residential services/homes: Hafod, Gorffwysfa, Caewern, Llys y Seren, Dan y Bryn, Trem y Glyn, Arwelfa Plas Bryn Rhosyn, carers, family, staff in each of the care homes

Section 2 - Information about Service Users (See guidance):

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age	<input checked="" type="checkbox"/>	Race.....	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex.....	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity.....	<input type="checkbox"/>	Welsh language	<input type="checkbox"/>

What information do you know about your service users and how is this information collected?

Information on protected characteristics was gathered from information supplied by Gwalia residential care services staff. All service users involved are known to NPTBC Social Services therefore certain information was gathered from the Client Index. Any information not already known will be identified through the proposed 30 public consultation.

Any Actions Required?

Yes. Further information on the above unknown protected characteristics will be gathered through the proposed 30 day public consultation.

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➡ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	➡ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh language	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case? Including details of any consultation (and/or other information), which has been undertaken to support your view?

Based on the information gathered to date no adverse impact on any of the above protected characteristic groups is anticipated. The proposal to reshape services to become more responsive and flexible will better meet the needs of the current and expected service users. The proposals are based on service need and demand therefore it is anticipated that all service users will receive a service based on their need, however service users may however access respite in a different location.

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view?

If the proposal is agreed by members a 30 day public consultation will take place, whereby a further report with options and recommendations will be presented to members for approval, alongside an up to date EIA.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

Pending the outcome of the public consultation this is not yet known, however the EIA will be updated throughout the consultation process and be resubmitted with the final report on the outcome of the consultation.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see guidance for definitions)

Please explain any possible impact on each of the above.

The proposal to address the imbalance in residential services by reshaping them to become more responsive and flexible will foster good relations between different groups and advance equality of opportunity between different groups by ensuring that service users have more options in terms of direct payments and shared lives. The use of the short breaks allocation policy will ensure fairness and equity in terms of respite allocation.

What work have you already done to improve any of the above?

Background exploratory work including an analysis of service demand and service user need has been carried out to determine the options available and the feasibility of the proposals.

Is the initiative likely to impact on Community Cohesion?

No

How will the initiative treat the Welsh language in the same way as the English language?

In light of the proposals the Welsh language will be treated in the same way as English. All public consultation documentation will be made available in the Welsh language format for all stakeholders involved.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- The proposals will be subject to a 30 day public consultation with all relevant stakeholders. Service user and carer questionnaires will include an equalities survey which will determine and identify how the proposals will affect different protected characteristics. The result of this proposed public consultation will be considered and this EIA will be updated accordingly before it is resubmitted with the final report for member's consideration.

Section 5 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:

After consultation and final approval, an implementation plan including timescales will be drawn up to ensure that all service users have time to come to terms with any changes in service and have appropriate individual transition plans in place to ensure a smooth transition to new respite services/arrangements.

Actions:

After consultation and final approval, an implementation plan including timescales will be drawn up to ensure that all service users have time to come to terms with any changes in service and have appropriate individual transition plans in place to ensure a smooth transition to new respite services/arrangements.

Section 6 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

Outcome 1: Continue the initiative...



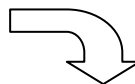
Outcome 2: Adjust the initiative...



Outcome 3: Justify the initiative...



Outcome 4: Stop and remove the initiative...



For outcome 3, detail the justification for proceeding here

Section 7 - Publication arrangements:

On completion, please contact the Corporate Strategy Team for advice on the legal requirement to publish the findings of EIAs.

Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?
All actions/objectives identified during the consultation process will inform the EIA and this document will be updated accordingly and resubmitted with the final report for approval	Sarah Waite	Actions/objectives will be updated throughout the consultation process	Not yet known until actions/objectives have been identified

* Please remember to be 'SMART' when completing your action plan.
