

Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

Version 3: January 2013

Title of proposal <i>(include forward plan reference if available)</i>	Pre- & Post Diagnostic Dementia Support Service
Directorate and Service Area	Adult Social Care, Health and Wellbeing
Name and title of Lead Officer completing this EIA	Maxine Groves Senior Commissioning Manager - Dementia
Contact Details	Tel: 07584540234 Email: Maxine_groves@sandwell.gov.uk
Names and titles of other officers involved in completing this EIA	None
Partners involved with the EIA where jointly completed	None
Date EIA completed	5 th February 2020
Date EIA signed off or agreed by Director or Executive Director	TBC
Name of Director or Executive Director signing off EIA	Stuart Lackenby
Date EIA considered by Cabinet Member	2020

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

1. The purpose of the proposal or decision required (Please provide as much information as possible)

Agreement is sought to proceed with the establishment of a New Pre-& Post Diagnostic Dementia Support Service. The Service will enable people with a memory concern and those living with the effects of dementia to receive support to:

- Seek an early diagnosis
- Learn how to manage their condition
- Improved well-being
- Maintain their independence
- Remain an active member of their community
- Crisis avoidance

2. Evidence used/considered

Dementia presents a significant and urgent challenge to health and social care both in terms of the number of people affected and the cost of care. It is also a major personal challenge to anyone living with the effects of dementia.

Locally as well as Nationally there is a commitment to improve pre and post diagnostic support for those living with the effects of dementia. As part of this commitment locally a Sandwell refreshed “Better Lives” dementia strategy was launched in November 2019 following ratification by the Health and Wellbeing Board. A comprehensive engagement report and implementation plan based on what people told us sits alongside it. Many actions to deliver the strategy relate to improved pre and post diagnostic support.

Services in Sandwell for people with dementia have been provided through the voluntary sector and have grown organically, being funded either through the National Lottery or BCF grant funding. As a result, there are significant gaps in provision when compared to the national transformational pathway “Living Well with Dementia” which covers:

- Preventing Well
- Diagnosing Well
- Living Well
- Supporting Well
- Dying Well

It is estimated [Local Authority Estimates] that there are approximately 3,900 people living with the effects of dementia in Sandwell. By 2039 this is projected to increase by 46% to 5,408 people.

Currently, people from BME communities are underrepresented in memory assessment and support services and are often diagnosed at the later stages of the condition, or not at all, this represents a significant barrier to services.

The National ambition for dementia diagnostic rates is 67% currently Sandwell and West Birmingham CCG have a diagnostic rate of 62.5% [Dec 2019] below the national ambition of 67%. In accordance with NICE guidance, pre and post diagnostic support is critical to driving up diagnostic rates and improving people's wellbeing

Evidence points supports early diagnosis and intervention to improve quality of life and avoiding admissions into hospital and care homes.¹ Positive impacts set out in the National Dementia Strategy 2009² include:

- Reduction in care home placements of up to 28% by providing carer support and counselling at diagnosis.
- Improvement in the quality of life for people with dementia following early diagnosis and intervention.
- Positive effects on the quality of life of family and carers following early diagnosis and intervention, enabling them to feel supported and live well in their communities.

People living with the effects of dementia length of stay in hospital are perceived to be longer³ and outcomes generally worse as well as increased risk of institutionalisation (to nursing or care home) after admission⁴. Many admissions are believed to be preventable⁵, although the focus of community treatment for people living with the effects of dementia tends towards minimising psychiatric crisis rather than physical crisis. A greater focus on parity of esteem is required to address this.

Research suggests 61% of people living with the effects of dementia have three or more other co-morbidities Pneumonia, urinary tract infections and congestive cardiac failure accounting for two-thirds of preventable admissions in Sandwell.

There are thought to be a range of effective interventions that can prevent

¹ https://www.clahrc-cp.nihr.ac.uk/wp-content/uploads/2012/10/RU_2-Screening-for-dementia-Final4Oct121.pdf

² <https://www.gov.uk/government/publications/living-well-with-dementia-a-national-dementia-strategy>

³ Möllers T et al. Length of hospital stay and dementia: A systematic review of observational studies. *Int J Geriatr Psychiatry*. 2019 Jan;34(1):8-21.

⁴ Dementia Action Alliance (DAA). *The right care: creating dementia friendly hospitals*. NHS Institute for Innovation and Improvement, 2012.

⁵ Natalwala A. Reasons for hospital admissions in dementia patients in Birmingham, UK, during 2002-2007. *Dement Geriatr Cogn Disord*. 2008;26(6):499-505.

unnecessary hospitalisation or re-hospitalisation of people living with the effects of dementia for time-limited conditions including:

- Face to face assessments for those living with the effects of dementia including carers
- Collaborative care and advanced care plans
- Targeted support and monitoring for those living with the effects of dementia including carers
- Improved education regarding dementia and physical comorbidities

As a system we are seeking to deliver changes that put people living with the effects of dementia at the centre of their care. The premise is wellbeing and living longer, fulfilling lives in the community for as long as possible. We want to manage rising risk, take a preventative approach and avoid crisis by deploying resources pro-actively. The desire includes making best use of available resources in the system to improve outcomes for all those living with the effects of dementia in Sandwell.

3. Consultation

The Better Care Fund Programme team carried out an extensive programme of engagement with a wide range of stakeholders from February 2019 to July 2019 using a variety of approaches to maximise reach. The priorities identified are:

- Better and more consistent services and support
- Better outcomes with clearer access and service pathways for all including professionals
- More effective general community awareness and prevention
- A better trained and supported workforce

Engagement is on-going regarding the development of a service specification and the selection process of the lead provider to deliver the new service through a competitive tender process and the evaluation requirements.

The project, as part of the Sandwell Better Care Fund, is accountable to the Sandwell Health and Wellbeing Board.

4. Assess likely impact

It is anticipated that although the new service will not realise monetary savings for the system, based on the demographic and acute admissions data evidence indicates it will support the reduction in future pressures on the whole system.

Evidence also clearly shows the positive impact on people's wellbeing and social connectiveness within their communities.

Recent evidence from the extensive local stakeholder engagement undertaken by the Better Care Fund team identified the need for improved pre and post diagnostic dementia support services in Sandwell.

The Sandwell Joint Partnership Board has responded to this feedback by recommending investment of £376,000 annually for the next three years in an innovative integrated provider collaborative model working with the Mental Health Trust and Primary Care to effectively meet the support needs of our citizens.

The New Service will specifically provide:

- Seven days per week 8am to 8pm initially
- Initial screening and safe and well check on behalf of primary care
- Provide information, advice [including benefit advice] and signposting to other support services I.e. New Community Offer
- Care and advanced care planning
- Maintain Sandwell dementia roadmap
- Training for people with memory concerns, and those living with the effects of dementia including carers and professionals.

The new service will be provided by a lead provider following a competitive tender process who will work with our VCS delivery partners across the six towns in Sandwell to ensure each community is appropriately represented and supported.

The referral pathways for the New Service is designed to be flexible and inclusive as possible to maximise the uptake of support.

PROPOSED DELIVERY MODEL

The delivery model for the new service has been developed based on what people have told us and informed by best practice and national guidance. The model includes the following:

- A Lead Provider approach aligned to a 6 towns model
- A single point of access
- Severn day service 8am to 8pm with access via telephone, email and face to face contact
- Integration with the Primary Care and Secondary Care Services

A comprehensive performance measures and outcomes frame work has been built into the service and will be monitored through the provider collaborative on a monthly basis.

The following outlines the key impacts and benefits expected as a result of investment in the New Service:

Benefits to service users and community

- Reduced social isolation and increased community connectedness
- Receiving an early diagnosis
- Preventing or delaying the need for admission into hospital
- Support planning to enable people to live well with the condition
- Improved mental health and well-being
- Income maximisation
- Increased carer support
- Opportunities for volunteering
- Community cohesion
- Supporting independence and community resilience

Benefits to the Council

- Collaborative multi-agency partnership working
- Increasing the number of people supported to live well and independently at home within their community, reducing hospital admissions and placements in residential care
- Improved high quality, person centered support

Please complete the table below at 4a to identify the likely impact on specific protected characteristics

4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact	Negative Impact	No Impact	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
	✓	✓	✓	
Age	✓			<p>The New Service will support people with memory concerns, to seek an early diagnosis and those living with the effects of dementia including carers to plan for their future and continue to live well with the condition within their communities</p> <p>The lead provider in conjunction with other Voluntary Sector providers will deliver a town-based model which will be integrated with Primary Care and Secondary Care Services to ensure a seamless pathway is in place.</p> <p>Referrals will be received directly from individuals, carers, GP's, and other professionals via telephone, email or face to face contact.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council's current human resources and equality and</p>

				diversity policies and procedures
Disability	✓			<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require the provider to have full regard to Sandwell Council's current human resources and equality and diversity policies and procedures.</p>
Gender reassignment	✓			<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require the provider to have full regard to Sandwell Council's current human resources and equality and diversity policies and procedures.</p>

Marriage and civil partnership	✓		<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council’s current human resources and equality and diversity policies and procedures.</p>
Pregnancy and maternity	✓		<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council’s current human resources and equality and diversity policies and procedures.</p>
Race	✓		<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council’s current human resources and equality and</p>

			diversity policies and procedures.
Religion or belief	✓		<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council's current human resources and equality and diversity policies and procedures.</p>
Sex	✓		<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council's current human resources and equality and diversity policies and procedures.</p>

Sexual orientation	✓			<p>The New Service will support people with a memory concern, those living with the effects of dementia including carers to continue to live well with the condition reducing the risk of crisis and the need for more formal health or social care intervention.</p> <p>The specification for the service will require all providers to have full regard to Sandwell Council’s current human resources and equality and diversity policies and procedures.</p>
Other				

Does this EIA require a full impact assessment? No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

5. What actions can be taken to mitigate any adverse impacts?

N/A

6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?

N/A

7. Monitoring arrangements

The development and mobilisation of the New service will be monitored through a project group of commissioners and service providers.

The project group will report and be accountable to the Joint Partnership Board and then Sandwell Health and Wellbeing Board (as all the costs will be funded from the Better Care Fund).

A comprehensive performance measures and outcomes frame work has been built into the service and will be monitored through the provider collaborative on a monthly basis.

8. Action planning

You may wish to use the action plan template below

9. Publish the EIA

Details of the EIA assessment will be published as part of the Cabinet report.

Where can I get additional information, advice and guidance?

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

Practical advice, guidance and support

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

Please contact:

Kashmir Singh - 0121 569 3828
Surinder Punn - 0121 569 3810