

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	
Please outline the proposal.	<p>Redfield Lodge is a council owned and run 42 bed dementia care home in the South of the city. This is a review of Redfield Lodge which considers the future delivery approach.</p> <p>Redfield Lodge is a residential home; residential homes call in medical support from other agencies such as local GPs, district nurses (different to a nursing home which will always include at least one qualified nurse). Both nursing and residential homes provide accommodation, meals and personal care.</p> <p>The Redfield Lodge service has been overspending for the last 3 years. The standard charge (amount per week per bed) for a bed has not met the weekly unit cost of the bed. Efforts have been made to close the gap year on year and align the service charge to the current private market price.</p> <p>Changes to the delivery of Redfield Lodge have the potential to achieve £16,000 of savings for one year. Increasing the standard charge of a bed to equal the weekly cost of the bed to the six self-funders, would enable Redfield Lodge to align with the private sector (equalling the price of a dementia bed in private sector) and reduce the annual deficit.</p> <p>If staffing and the use of agency staff is considered there is a potential to achieve further cost avoidance. For the year 15/16 the budget for agency staff was zero however to date the total amount spent on agency staff is £254,000 (see appendix 1). It would be beneficial to look into the use of agency staff and how other core cities deal with this issue. However if Redfield</p>

Lodge were to be transferred to a private provider the issue of agency staff in the only BCC owned and run dementia care home would not be an issue.

The standard charge made to self-funders and those who contribute to their care at Redfield Lodge is £841.23 per week, whilst the actual unit cost is £892.59 (a shortfall of £51.36 per bed per week). This option involves raising the standard charge to £892.59. The increase would only apply to the six self-funders at Redfield Lodge, an extra £51.36 a week would mean an extra £2,670.72 each year for each self-funded bed. The total cashable savings for one year would be £16,024.32. Ensuring the standard charge equals the unit cost will prevent any further losses. Included in this proposal is a review of the financial criteria for self-funders as those who have a large amount of savings could pay more for their care.

This however would not affect the deficit caused by staffing, for example for the year 15/16 the budget for agency staff was zero however to date the total amount spent on agency staff is £253,566 (See appendix 1). A review would need to be undertaken as not using agency staff completely may not be option in order for the service to remain safe. There is potential to explore alternative and put steps in place to discourage the use of agency staff.

Review and relocate to new dementia care homes in January 2018

An in-depth review of Redfield Lodge would be required as well as a full consultation undertaken. The service users would be relocated when the state-of-the-art dementia-appropriate facilities open at the new Brentry, Greville and New Fosseway sites throughout 2018. This option would not mean a loss in capacity of dementia beds as the site would not close until the new facilities were open to move the Redfield Lodge

	patients into. A decision on the future use of the site would be considered through the usual BCC processes.
What savings will this proposal achieve?	£50K in the first year. £200k each subsequent year up to and including 2021 / 22
Name of Lead Officer	Mike Hennessey

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)	
Please outline where there may be significant opportunities or positive impacts, and for whom.	
If the move is made to the new dementia care homes in 2018 these are expected to provide a superior level of care to current services. This will bring benefits to service users and their families.	
Please outline where there may be significant negative impacts, and for whom.	
There will be self-funding service users and their families who will find the increase in charges stressful and possibly difficult to manage. There will be service users and their families who will find the move to new accommodation stressful and difficult to manage.	

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)	
Please outline where there may be significant opportunities or positive impacts, and for whom.	
If staff have the opportunity to obtain posts in the new dementia care homes in 2018 they are likely to find it a more satisfying working environment due to the superior care and facilities.	
Please outline where there may be negative impacts, and for whom.	
There will be staff who will find the changes stressful and difficult to manage.	

<b>Is a full Equality Impact Assessment required?</b>	
Does the proposal have the potential to impact on people with protected characteristics in the following ways:	
<ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.	Yes

Service Director sign-off and date:

Equalities Officer sign-off and date: