

<b>Report to:</b>	<b>EXECUTIVE CABINET</b>
<b>Date:</b>	19 September 2018
<b>Executive Member/ Reporting Officer</b>	Councillor Brenda Warrington – Executive Leader Stephanie Butterworth Director of Adult Services
<b>Subject:</b>	<b>BANDING PAYMENT SYSTEM AND AGE POLICY CHANGE FOR SHARED LIVES PLACEMENTS</b>
<b>Report Summary:</b>	<p>This report seeks permission to introduce a banding payment system for Shared Lives carers to reflect the complexity of need of those cared for, and also change the age of entry into Shared Lives from 18 years of age to 16 years of age to improve transition and continuity of care for young people.</p> <p>This is part of a wider transformation plan focused on improving access to Shared Lives for people with more complex needs and young people coming through transition.</p>
<b>Recommendations:</b>	<p>Executive Cabinet is recommended to agree:</p> <ol style="list-style-type: none"> <li>1. Introduce a new banding payment system for Shared Lives carers.</li> <li>2. That the age of entry to Shared Lives is changed from 18 to 16 years in the Shared Lives Policy.</li> <li>3. Existing Shared Lives arrangements will be protected if the banding for an existing service user is assessed as being Band 1.</li> <li>4. That the implementation of a banding system will be by 1 April 2019.</li> <li>5. Where an emergency placement is made this will initially be paid at the higher rate until an assessment is completed</li> </ol>
<b>Links to Community Strategy:</b>	Health Tameside Supportive Tameside
<b>Policy Implications:</b>	This report recommends the change in Shared Lives policy in terms of age of access to the service. The recommendation is for age of access to change from 18+ to 16+.
<b>Financial Implications:</b>	<b>Integrated Commissioning Fund Section</b> Section 75
<b>(Authorised by the statutory Section 151 Officer &amp; Chief Finance Officer)</b>	<b>Decision Required By</b> Strategic Commissioning Board <b>Organisation and Directorate</b> Tameside MBC – Adult Services
	<b>Additional Comments</b>
	<p>The proposed banded payment system outlined in this report acknowledges the different complexities of care provided. It also looks to future proof the service by attracting new carers through a more incentivised payment approach.</p> <p>The average gross cost of a long term Shared Lives placement is</p>

£405 per week, which is partially offset by housing benefit income for working age adults.

The proposed policy change outlined in this report will enable the Shared Lives placements to be made from the age of 16. Whilst it may not be possible to charge service user contributions under the age of 18, a Shared Lives placement is a considerably lower cost alternative than a Children's independent sector residential care placement, which currently averages £3,680 per week depending on the needs of the young person.

It is estimated that there will be a low cost additional impact on the service budget via this proposed banding system. The additional cost is estimated at £11,000 per annum for existing service users.

It should be noted that there are wider cost and qualitative benefits that are realised by the Shared Lives service being in place as the service provides improved outcomes and is a more cost effective option when compared to the cost of these placements in the independent sector.

In addition recent work undertaken alongside the Social Care Institute of Excellence (SCIE) also highlighted wider benefits to the health and social care economy in terms of reduced attendances in both primary and secondary healthcare

**Legal Implications:  
(Authorised by the Borough  
Solicitor)**

The Shared Lives Scheme is regulated under Health and Social Care Act 2008 and The Care Act 2014, which now provides a single legal framework for charging for care and support under sections 14 and 17 supplemented by The Care and Support (Charging and Assessment of Resources) Regulations 2014.

The framework is based on the following principles that local authorities should take into account when making decisions on charging:

- Ensure that people are not charged more than is reasonably practicable for them to pay;
- Be comprehensive, to reduce variation in the way people are assessed and charged;
- Be clear and transparent, so people know what they will be charged;
- Promote wellbeing, social inclusion and support the vision of personalisation, independence, choice and control;
- Support carers to look after their own health and wellbeing and to care effectively and safely;
- Be person-focused, reflecting the variety of care and caring journeys and the variety of options available to meet their needs;
- Apply the charging rules equally so those with similar needs or services are treated the same and minimise anomalies between different care settings;
- Encourage and enable those who wish to stay in or take

up employment, education or training or plan for the future costs of meeting their needs to do so; and

- Be sustainable for local authorities in the long-term.

The new framework is intended to make charging fairer and more clearly understood by everyone. There is however no single prescribed national charging policy for care services provided in a setting other than a care home (e.g. own home, extra care housing, supported living or shared lives accommodation). The same principles should be applied when therefore looking at a payments scheme for carers. When charging or setting up payments scheme Local Authorities must enter into consultation when deciding how to exercise this discretion. The consultation must be full and meaningful. A consultation should ensure that all relevant parties receive sufficient information to enable them to provide informed feedback which should be taken into account prior to any final decision being made. The consultation process and timing should be sufficient to enable consultees to be informed of the proposals, raise queries, consider alternatives and respond to the issues and complexities of the proposals whilst remaining coherent, focussed and proportionate. A public body is not bound to act upon the preferred option of consultees but must take full account of any preferred view, expressed opinion and overall feedback. The requirement is for consultation to be meaningful. Clear reasons must be given for not taking a preferred course of action expressed by consultees. Members must ensure fully considered equality impact assessment and the feedback from consultees.

#### **Risk Management:**

The key risks are:

- The banding payment system cost could exceed the current cost of service placing significant financial risk to implementation. Initial work indicates that the current banding system when applied will not have a significant impact on cost.
- Failure to recruit carers to meet diverse range of services being planned. A recent recruitment drive has been successful and if these recommendations are accepted a more targeted recruitment campaign will be undertaken for carers with specific interests and skill sets.

#### **Access to Information :**

Background papers relating to this report can be inspected by contacting :



Telephone:0161 342 3719

e-mail: [mark.whitehead@tameside.gov.uk](mailto:mark.whitehead@tameside.gov.uk)

## INTRODUCTION

- 1.1 This report follows the previous two reports submitted in 23 May 2018 that sought permission to enter into consultation with Shared Lives carers, service users and key stakeholders of the Shared Lives Service regarding the implementation of a banded payment system for carers and the introduction of a lower age limit of access to the service from 18 years of age to 16 years of age.
- 1.2 Shared Lives currently offers a fixed payment to carers for their services. The service users who are referred to the service vary in complexity of needs and levels of support required. The demographic projections for the locality indicate that people are living for longer whilst managing multiple long term conditions. This indicates that people do have more complex needs and this is forecast to continue. Shared Lives offers a more affordable alternative service for people with complex needs, and is an area we want to expand to improve outcomes and efficiency of service going forward.
- 1.3 There is a commitment through our Care Together programme to ensure people live healthier lives for longer, and are supported to be as independent as possible with care delivered closer to home. Shared Lives offers a further service option that expands individual choice about how their needs are met and in so doing offers greater control to individuals where Shared Lives may be a viable option.
- 1.4 In order to maximise the opportunities to offer Shared Lives as an option for the widest range of people, there is a need to review the fixed payments that are currently offered to carers, and consider a payment mechanism that is more reflective of the complexity of service users that carers currently support, and could support in the future as we expand our services.
- 1.5 Benchmarking across Greater Manchester and the national Shared Lived Plus scheme has also been undertaken to ensure a best model practice is reflected in the proposal in terms of the banding and payment structures (see **Appendix 1** for GM benchmarking information).
- 1.6 The change to the Shared Lives age of access from 18+ to 16+ is focused on working with young people as part of a wider piece of work with Shared Lives Plus, which is the national Shared Lives umbrella body and the Department of Education (DoE) to expand the offer of shared lives services to younger people. We are currently trying to secure a grant from DoE to support this work.
- 1.7 This policy change is part of the Adult Services Transformation Programme. It was highlighted that Shared Lives could provide an alternative service to young people leaving care from the age of 16+. This could be as an alternative to other traditional services offered via Children's Services which could prepare young people for independent living. It would also support the work of Shared Lives in terms of encouraging a smoother transition of young people with complex needs transitioning into Adult Services through early engagement with services and families.
- 1.8 Working with young people leaving care is one element of the transformation plan, which is aimed at improvement and diversification of the service through expansion of provision, creating better choice and outcomes for young people while also working with partners to improve the efficiency and effectiveness of community based services. This will better support the wider health and social care system as we continue to integrate health and social care services.

## SHARED LIVES SERVICE – CURRENT SERVICE / POLICY CONTEXT

- 1.9 Shared Lives is a regulated social care service delivered by Shared Lives carers. The service is registered with the Care Quality Commission (CQC). Shared Lives (formerly Adult Placement) has been providing support to individuals in Tameside since 1992. The service is managed and delivered by the Council.
- 1.10 The aim of Shared Lives is to offer people aged 18 years and older, an alternative and highly flexible form of accommodation and support. Individuals who need support are matched with compatible Shared Lives carers who support and include the person in their family and community life.
- 1.11 Shared Lives primarily works with adults with learning disabilities but more recently have started to diversify and promote services to other vulnerable adult groups such as older people. Shared Lives carers are approved to provide a range of community support services to individuals who meet the criteria for Adult Services.
- 1.12 There are currently 132 service users being supported by 88 carers (June 2018). Any person aged 18 or over who meet eligibility criteria for services may use Shared Lives.
- 1.13 Shared Lives carers provide a range of services dependent upon the needs and health of the individuals. The scheme currently provides:

Long Term Support	This service enables people to live with approved Shared Lives carers on a long-term basis, sharing in the ordinary lifestyles of the carers and their families.
Interim Placements	A service user can live with a Shared Lives carer for up to 12 months. These placements will focus on promoting skills and independence, with a view to moving towards more independent living. There is the potential for interim placements to become long term placements after 12 months based on assessed needs.
Respite	A service enabling users to take either regular short breaks or one off periods e.g. to allow for convalescence after a hospital stay or for family members to go on holiday or have a break from their caring role.
Day Support	This is a flexible service enabling people to do activities of their choice, to use community facilities or to visit approved Shared Lives carers in the carer's home.
Emergency placements	We are also able to provide emergency respite placements, dependent on carers available and the needs of the service user.

- 1.14 All individuals using Shared Lives have been assessed by Adult Services and are then referred to Shared Lives as part of their commissioned support plan to meet eligible unmet needs.
- 1.15 Shared Lives carers are self-employed. To become approved individuals are DBS checked and complete an in-depth assessment and approval process, and are required to undertake regular mandatory training. They are paid expenses for the care and support provided and qualify for a Carers tax relief.
- 1.16 Current payments to Shared Lives carers are as follows:

Long Term Support	£395.65 per week
Respite Support	£44.45 per night
Day Support (typically commissioned in five hour blocks)	£6.89 per hour

- 1.17 Emergencies and interim payments are determined at the time, and are dependent on the potential length of time required and the type of service (made up from the above).
- 1.18 The Shared Lives sector nationally has seen a 31% growth over the past three years. The positive outcomes experienced by people using Shared Lives are reflected in a 92% good or outstanding CQC rating across the country. Tameside Shared Lives scheme was inspected in June 2018 and has received a Good rating across all areas. The Greater Manchester Combined Authority (GMCA) have recently set targets for Shared Lives with an ultimate target of 15% of all learning disability provision being provided through Shared Lives Schemes.
- 1.19 The service model promotes independence and supports building relationships with friends and family which promotes wellbeing. Appropriately supporting Shared Lives carers through placements supports community resilience and empowers service users to utilise the support networks within their local communities. This builds on the local health and social care economy and Greater Manchester's priorities to improve our asset / strength based community offer.
- 1.20 Key national policy drivers in health and social care have placed well-being and independence at the centre of support which sets an ambition for a strategic shift in how services are delivered. The Care Act 2014 places a duty on local authorities to promote individuals well-being by preventing and reducing the need for care and support.
- 1.21 Evidence shows that service users who are living in a high cost inappropriate setting often feel isolated. Enabling increased choice for them to move into family-based Shared Lives placements will promote independence, reduce isolation and act as an early intervention approach to prevent admission to acute settings.
- 1.22 This report also supports the Council's corporate priorities of caring and supporting adults and older people by working with health services to ensure efficiency and equity in the delivery of excellent services to meet the needs of the community.
- 1.23 Shared Lives can play a supporting role in the new Integrated Care Organisation particularly if the current service offer is expanded through the wider review. As an example, only 4.5% of users of Shared Lives have mental health issues and we want to ensure through better joint working across the ICFT, Pennine NHS Mental Health Trust that some of the system and process barriers are addressed to allow more people with mental health issues to access the service.
- 1.24 The introduction of a banding payment system is one element of transformation plans aimed to improve the service and expand its provision, creating better outcomes for service users while also working with partners to improve the efficiency and effectiveness of community based services. This will better support the wider health and social care system as we continue to integrate health and social care services.
- 1.25 Banding systems of payment are currently utilised by eight of the eleven Greater Manchester schemes and it has been highlighted as a priority recommendation by the Greater Manchester Delivery Group to create an equitable and unified regional approach. Banding will also support the diversification and expansion of the Shared Lives scheme to meet the services transformation objectives.
- 1.26 Consultation has taken place with Children's Services relating to the legislative requirements of working with young people below the age of 18 and have only identified specific training and screening requirements of carers and staff in terms of working with young people 16-18 years of age. Our intentions are to run a specific targeted recruitment campaign for carers interested in working with young people and will link with Children's

Services training and development programme in terms of providing necessary training and development requirements.

- 1.27 This report also supports the Council's corporate priorities of caring and supporting adults and young people by working with health services to ensure efficiency and equity in the delivery of excellent services to meet the needs of the community.

## **2. AGE OF ENTRY CHANGE FROM 18+ TO 16+**

- 2.1 Shared Lives Plus were awarded a £365,000 grant to embark on a new project to develop and raise the profile of Shared Lives to young care leavers. This project is funded by the Department of Education (DoE) as part of the Children Social Innovation Programme, which funds innovative and different approaches in care which are currently limited in this area. Tameside Shared Lives scheme is being considered as a pilot area for this project and if successful will receive a small bursary to achieve its aims.
- 2.2 The project aims to offer Shared Lives to young people leaving care who have learning or physical disabilities and/or additional needs which have not been met by traditional service provision. These are likely to be young people who have not entered into further education, training or started work and would benefit from experiencing a home-based care environment. They would receive support in developing life skills as well as help to manage risk and make informed choices about their future direction, including education and career pathways. This support will help them move successfully into independent living where appropriate. The Council would also like to extend this support to young people leaving care who may not have additional needs and meet Adults national eligibility criteria. The service proposes to offer Shared Lives arrangements as an alternative to other accommodation options such as supported lodgings and stay put arrangements.
- 2.3 Adult Services are experiencing a significant increase in young people with very complex needs coming through transition (30+ over the next three years). This is placing significant strain on existing services and is resulting in an increase in people being placed out of area in placements that can meet the young person's needs. This is disruptive for the young person and their family and is at a significant cost to the Council. Shared Lives provides an option for young people to access care and support with a family locally at a significantly reduced cost.
- 2.4 There are also a number of young people with complex needs that reside with foster carers and as they transition into Adult Services they may require placement in residential care which can be out of area because there may not be Shared Lives carers who can meet their needs. Part of the Shared Lives transformation programme is to work with foster carers to transition with the young person to become Shared Lives carers to offer continuity and stability for the young person. The Shared Lives banding report, presented at 23 May 2018 SCB, proposes financial recompense to carers providing complex support. This policy change would assist with smoothing the transition process with foster carers at a much earlier point in the transition process.

## **3 BANDING PAYMENT SYSTEM AND PAYMENT OPTIONS**

- 1.1 In the vast majority of cases the Shared Lives Scheme pays approved carers one payment irrespective of the level of needs or complexity of the individual/s they support (see 2.8 above for current payment system). This can be viewed as inequitable as it does not recognise the differing levels of complexity of those cared for, and does not recognise the different levels of care provided by carers.

1.2 There are a very small number of exceptional cases where a higher weekly fee is paid. This particularly applies for some younger adults transitioning from Children’s to Adult Services who have previously been cared for by a foster placement and the foster carer wishes to continue to care for the young adult and become an approved Shared Lives carer. Foster carers receive a higher payment than Shared Lives carers. In order to maintain continuity for the service user, who often has complex needs, a higher weekly payment rate in line with that previously received by the carer has been agreed. Without this, it is likely that the young adults would be placed in specialist out of borough placements, or supported accommodation, both of which would not deliver the best outcomes for that individual and would cost significantly more when compared to the Shared Lives offer. An example of a highly complex case is an indicative cost avoidance of £100,000 per annum per individual.

1.3 Payments to carers are made up from various funding streams including:

- Housing Benefit
- Tameside Council Adult Services contribution
- Service user contribution (financial assessment)

Increased costs accrued by the introduction of banding particularly in the context of more complex provision is justified in terms of potential costs avoided when considering other alternative means of provision to meet complex needs such as out of area specialist provision.

1.4 An element of care and support is an integral part of the role of a Shared Lives carer. The support provided can range from a little or almost none in a traditional ‘supported lodging arrangement’ to a high degree of support for someone with complex needs in a ‘family placement’. The degree of skill and assistance required by the carer needs to be reflected in the payment system. The proposed banding system addresses this issue.

1.5 In terms of providing choice to new carers in how much assistance they want to provide or are able to take on, it also makes sense to move to a banding system. Some kind of differential pay system segments the market and should have the effect of attracting a larger number of carers to the role of approved Shared Lives Carers, and support the recruitment of carers with the skills and interest in providing support to individuals with more complex needs.

1.6 Following a benchmarking exercise against Greater Manchester and other North West schemes, the following payment bands are proposed:

**Day Support**

<b>Band 1</b>	<b>Band 2</b>	<b>Complex Needs</b>
<b>£7.06 per hour</b>	<b>£8.47 per hour</b>	<b>£12.71 per hour</b>
In line with current proposed rate for 2018-19.	20% premium on Band 1.	80% premium on Band 1.

**Respite**

<b>Band 1</b>	<b>Band 2</b>	<b>Complex Needs</b>
<b>£45.56 per night</b>	<b>£80 per night</b>	<b>£110 per night</b>
In line with current proposed rate for 2018-19.		



## Long Term Support & Interim

	<b>Per week £</b>	<b>Per Annum £</b>
<b>Band 1</b>	<b>300</b>	<b>15,600</b>
<b>Band 2</b> (In line with current proposed rate for 2018-19.)	<b>405.54</b>	<b>21,088</b>
<b>Complex Needs - Rate subject to assessment.</b>	<b>Subject to assessment</b>	<b>Subject to assessment</b>

- 1.7 There are currently two carers who are supported on an enhanced rate of pay due to the service users level of complexity. These rates are paid at a rate of £600 and £800 per week. This is based on the individuals assessment of need.
- 1.8 It is assumed that for all long term placements there will be a respite provision of 21 nights per annum which will usually be provided within the scheme. Carers will not be charged for these respite nights, but may choose to purchase additional respite if required.
- 1.9 Because interim arrangements are dependent on the potential length of time required, and the type of service, it is proposed that the weekly payments are as above, but will be calculated on a case by case basis.

### **Emergencies**

- 1.10 In an emergency it is proposed that carers will receive the higher banding rate until the banding assessment is completed. If the person's banding is lowered, carers will not be expected to refund the difference. This recognises the flexibility and responsiveness of the carer and nature of emergency placements and the increased pressure placed on the carer.
- 1.11 The decision of which band the service user would fit into would be agreed between the Shared Lives Social Worker and the Care Coordinator who has assessed the needs of the service user, using a Banding Toolkit. The proposed implementation date for the banding system is the 1 April 2019, this will allow sufficient time to undertake reassessments of individuals, apply the banding criteria and make arrangements in terms of payment system changes.

## **2. CONSULTATION**

- 2.1 On 23 May 2018, two reports were submitted seeking permission to enter into consultation with Shared Lives carers and key stakeholders on implementing a banding arrangement and reduced age of access to Shared Lives. Consultation was undertaken by Shared Lives staff and managers, supported by Policy and Communications Team and included:
- Focus groups.
  - Drop in sessions.
  - Letter and questionnaires.
  - Telephone contact.
  - 1:1 consultation with Shared Lives Team and Managers.
  - The Big Conversation to establish wider population views.
- 2.2 Consultation results are contained in **Appendix 2** of this report. More detailed analysis of the consultation results are available from the report's author should the reader wish to access them. 30 people responded to the consultation with 20 of these respondents only responding to the banding element.

- 2.3 The proposed introduction of a banding system was welcomed by respondents with 15 people (75%) of respondents stating they felt that the system will create a fairer and more equitable system for carers.
- 2.4 3 people, (15%) of respondents stated that they would have liked to have explored the banding model further as part of the consultation. A number of methods of consultation were employed within this process including the Carers Forum and specific briefing sessions as well as contact details for any questions should respondents wish to discuss the model further. Use of these consultation options were poor with very few respondents choosing to access and ask this question. The service is confident that adequate opportunities were offered to explore the model with interested parties.
- 2.5 There were positive comments and feedback regarding the change of age of access to Shared Lives. The only issue raised was that some carers were concerned that they did not want to support young people and/or were concerned about the legal requirements associated with working with under 18's. Assurances were provided that no carers would be forced to provide these services and we would only train individuals who showed an interest in supporting young people in this age group.

### **3. FINANCE**

- 3.1 The Council's Shared Lives Scheme currently costs £1.096 million per annum to operate and generates £0.319 million through charging. The Council currently provides core funding of £0.777 million per annum to fund the service. It is essential that the service reviews its current payment to carers to ensure there is sufficient incentive to sustain, develop and grow the service. It is also essential that as we move into an Integrated Care Organisation we continue to demonstrate the financial benefits and sustainability of the service, particularly the significant costs that can be avoided.
- 3.2 All service users will be reviewed against the proposed banding payment scheme. Existing Shared Lives carers payments will be protected if the banding (payment) for an existing service user is assessed at a lower rate than their existing payment, for the duration that they are caring for that service user. It is estimated that a reduction will impact on four carers in Long Term Support.
- 3.3 All new service users to the scheme will be paid at the banding rate they are assessed at.
- 3.4 From a preliminary desktop exercise, it is anticipated that the majority of current service users would remain on comparable payments to the current position. It is anticipated (based on financial modelling) that this will result in an additional £11,000 cost per annum to the Council.
- 3.5 Service users will continue to be assessed for their eligible unmet needs, and their contributions will be determined by a financial assessment (based on Charging Guidelines).
- 5.6 The benefits of increased carer recruitment will mean increased availability as an alternative to other more costly services, e.g. Shared Lives respite at £55 per night in comparison to £150 per night for Learning Disability based respite care.
- 5.7 The key concern to implementing a banding payment system is that it could lead established long term placements to be ended if the carer payment is reduced to a level the carer deems to be unacceptable. It is anticipated that the number of carers whose payment will reduce will be low in terms of potential reduced payment based on the table top exercise. As described in paragraph 6.2, existing service user placements will be protected against a reduction in payment, for the duration of the placement with that Shared Lives carer.

- 5.8 There is also the concern that the cost of service to the Council may increase if the individual is placed on a higher band. It is anticipated that the majority of placements will remain on the band which is comparable to the current payment which is band 2. The potential cost avoidance however could be significant in comparison to using other methods of provision.
- 5.9 The service is attempting to secure a small grant (£10k) from the Department for Education, paid each year for a two year period, to provide support to this piece of work and take part in a pilot nationally. This is dependent on the decision to amend the policy to 16+. Initial work has also commenced in anticipation of the decision with Children's Services to help facilitate a pathway for access to Shared Lives by young people.
- 5.10 There is potential for significant cost avoidance through this project in terms of reducing out of area placements of young people with complex needs and also in addressing increasing demand from looked after children and young people leaving care.

## 6 RISK MANAGEMENT

- 6.1 There are a number of risks identified as a result of undertaking this review:

Risk	Consequence	Impact	Likelihood	Action to Mitigate Risk
Financial impact of banding costing more than existing budget available	Increased cost of service. Potential impact on financial viability of service.	High	Low	Banding structure should closely reflect current payment system. Increases in complex people (higher cost) accessing Shared Lives will be offset by potential cost avoidance to services
Inability to recruit sufficient numbers of carers to support younger people and people with complex needs	Potential unmet need.	High	Low	A full recruitment programme targeting potential carers. Joint work with Children's Services looking at young people and young people who have complex needs accessing Shared Lives.

## 7 EQUALITIES

- 7.1 An Equalities Impact (EIA) has been undertaken and is available in **Appendix 3**.
- 7.2 The EIA has identified a differential positive impact on protected characteristic groups of age, disability, mental health and carers.
- 7.3 If approved, the service would expand to accept people aged 16+ allowing the service to improve transition and work with young people leaving care.
- 7.4 The banding system will potentially open the Shared Lives Scheme to people with more complex disabilities, and people with mental health issues who might not previously had the opportunity to be supported in this service.
- 7.5 The banding system proposes an increase in carer's payment for respite and day services, and also reflects the degree of assistance provided in the payment system. In terms of attracting carers, an individual's decision to provide differing levels of support is fair and

equitable on the basis that payment is commensurate with the support provided. Some kind of differential pay system segments the market and should have the effect of attracting a larger number of carers to the role of approved Shared Lives Carers.

## **8 CONCLUSION**

- 8.1 The Council faces significant budgetary challenges over the foreseeable future which means it must diversify service delivery by looking at new and innovative approaches to deliver better outcomes whilst also reducing the cost of provision. This may also include a cost benefit analysis across the health and social care system identifying where efficiencies can be made.
- 8.2 Shared Lives supports some of the most vulnerable individuals across the borough to maximise their independence through a family based community support network. Throughout the service offer Shared Lives carers can support service users to maintain independence in the community and as a support to family carers to maintain their roles. As people progress into long term placements Shared Lives carers offer an asset based approach as a less costly alternative to traditional services. The Shared Lives Scheme is currently in a period transformation to expand the provision to a more diverse range of Service Users and relieve pressure on other provisions. Recruitment of skilled carers is pivotal to these aims.
- 8.3 The proposed banding payment system for Shared Lives carers, ensures the payment made to carers is reflective of the levels of need of the service users in their care, and providing a choice to carers of the amount of assistance they want to, or can, provide at a certain cost.
- 8.4 A banding payment system will also support the attraction of a larger number of prospective carers to meet the varying degrees of need. There is a need to review the fixed payments that are currently offered to carers, and consider a payment mechanism that is more reflective of the complexity of service users that carers currently support, and could support in the future as we expand our services. It will also support us in recruiting more carers to the service.
- 8.5 Some individuals may be willing to provide accommodation but not much support while others may be willing and want to provide a substantial amount of support on the basis that the level of support and commitment is financially recognised. Some kind of differential pay system segments the market and should have the effect of attracting a larger number of carers to the role.
- 8.6 By changing the age of access to 16 years this allows a wider range of young people to consider Shared Lives as a viable alternative to other support approaches. This would include Looked After Children and also young people with complex needs who are currently in placements or with Foster carers.
- 8.7 Foster carers who care for young people with complex needs would in the interests of continuity be encouraged to become Shared Lives carers as the young person becomes an adult and the banding system would offer a more comparable payment system reflecting the complexity of need that a fixed rate system does not recognise.
- 8.8 The aim is to expand the Shared Lives offer to provide more person centred care as an alternative to other high cost alternatives such as placements in supported housing or out of area placements.

## **9 RECOMMENDATION**

9.1 As stated on the report cover

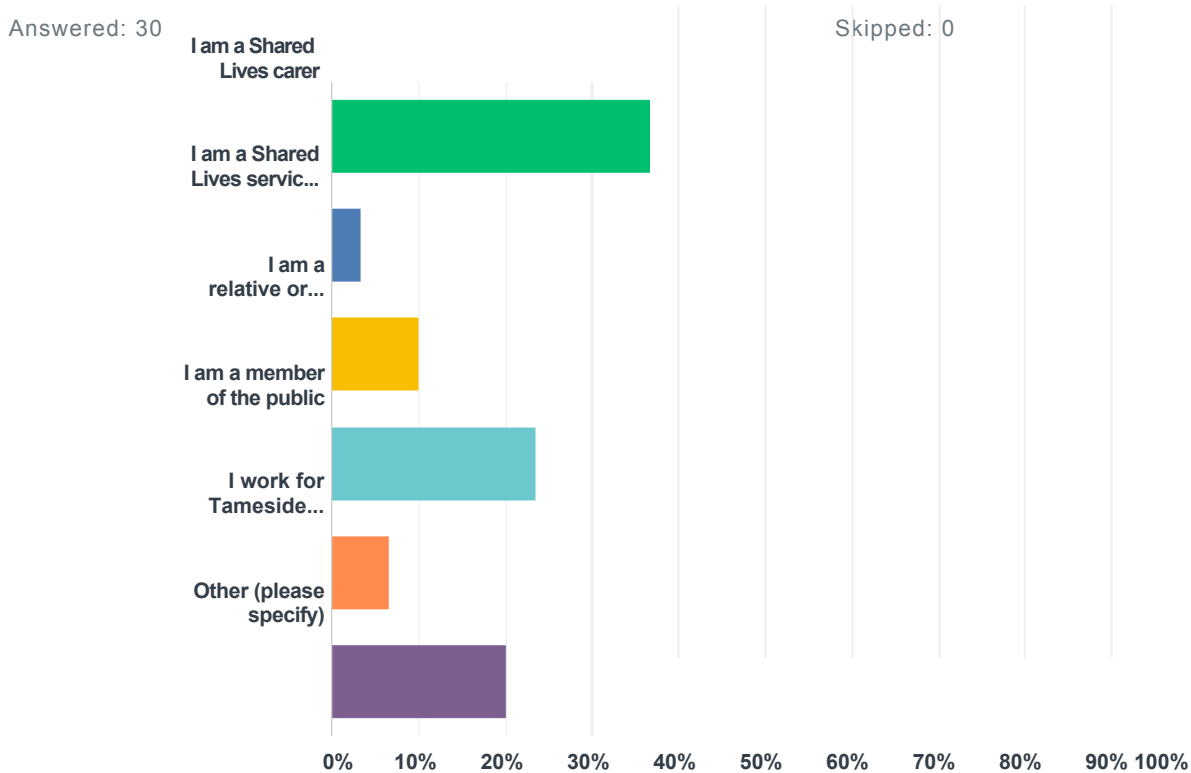
## Greater Manchester Benchmarking exercise

Long Term	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Trafford	Wigan
Level 1	£288.50	£365.87	(provider 1) £203.70 (provider 2) £310.00	£225.00	£207.20	£328.30	£220.00	£322.40	£279.09
Level 2	£346.50	£365.87	£377.00	£277.00	£207.20	£401.90	£242.00	£364.30	£279.09
Level 3	£394.50	£365.87	£416.00	£330.00	£207.20		£295.00	£389.00	£279.09
Level 4	£450.00	£365.87	£507.00	£416.00	£207.20		£372.00		£279.09
Level 5							£238.00 (block)		

Respite	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Trafford	Wigan
Level 1	£30.62 pn	£52.67 pn		£277.20		£44.90 pn	£81.00 pn	£46.06 pn	£39.87 pn (plus mileage at £0.25)
Level 2	£39.75 pn	£52.67 pn		£277.20		£51.03 pn		£52.04 pn	
Level 3	£47.05 pn	£52.67 pn		£277.20				£55.63 pn	
Level 4	£56.17 pn	£52.67 pn							
Level 5									

Day support	Bolton	Bury	Manchester	Oldham	Rochdale	Salford	Stockport	Trafford	Wigan
Level 1		£20 per 4 hour session				£8.49 ph		£6.89 ph	£15.75 per session
Level 2		£20 per 4 hour session				£8.49 ph			£21.00 per session
Level 3		£20 per 4 hour session							£26.25 per session
Level 4		£20 per 4 hour session							

**Q1 Please indicate which of the following best describes your main interest in the Shared Lives consultation**

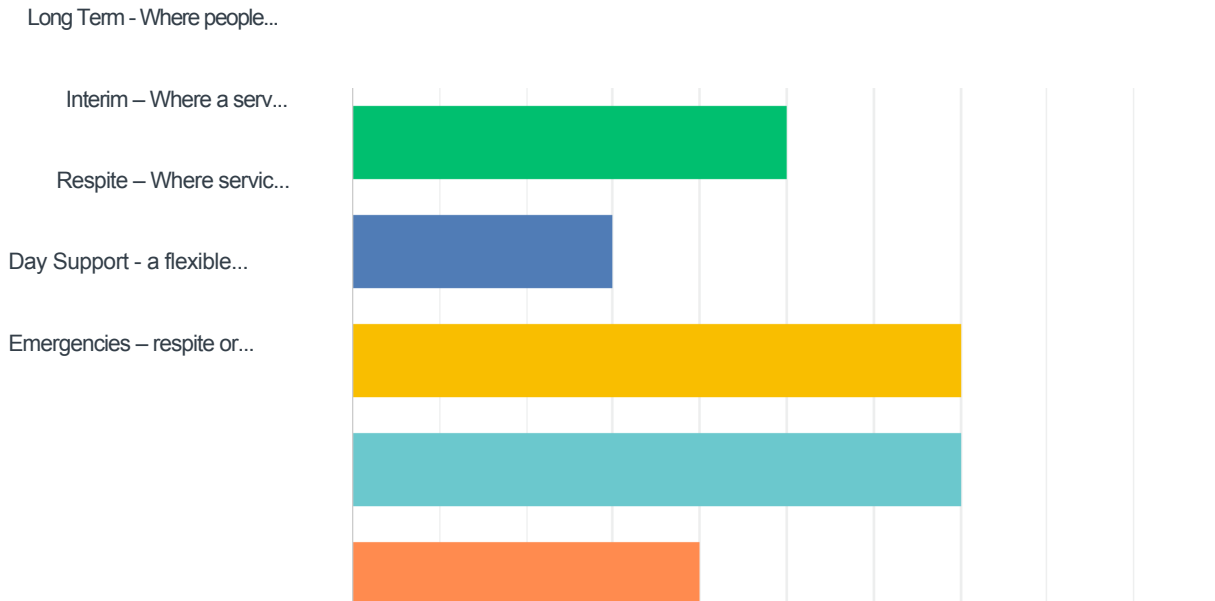


ANSWER CHOICES	RESPONSES
I am a Shared Lives carer	36.67% 11
I am a Shared Lives service user	3.33% 1
I am a relative or friend of a Shared Lives service user	10.00% 3
I am a member of the public	23.33% 7
I work for Tameside Metropolitan Borough Council/NHS Tameside and Glossop Clinical Commissioning Group	6.67% 2
Other (please specify)	20.00% 6
<b>TOTAL</b>	<b>30</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	prospective carers	7/19/2018 8:56 PM
2	prospective carer	7/17/2018 7:09 PM
3	Parent/carer of special needs adult	7/12/2018 5:13 PM
4	looking to become a shared lives carer	7/12/2018 4:12 PM
5	I am a shared lives carer and also a parent of a shared lives user	7/8/2018 11:51 AM
6	I am a retired foster carer	6/20/2018 9:10 PM

## Q2 Which Shared Lives services do you currently provide? (Please tick all that apply)

Answered: 10 Skipped: 20

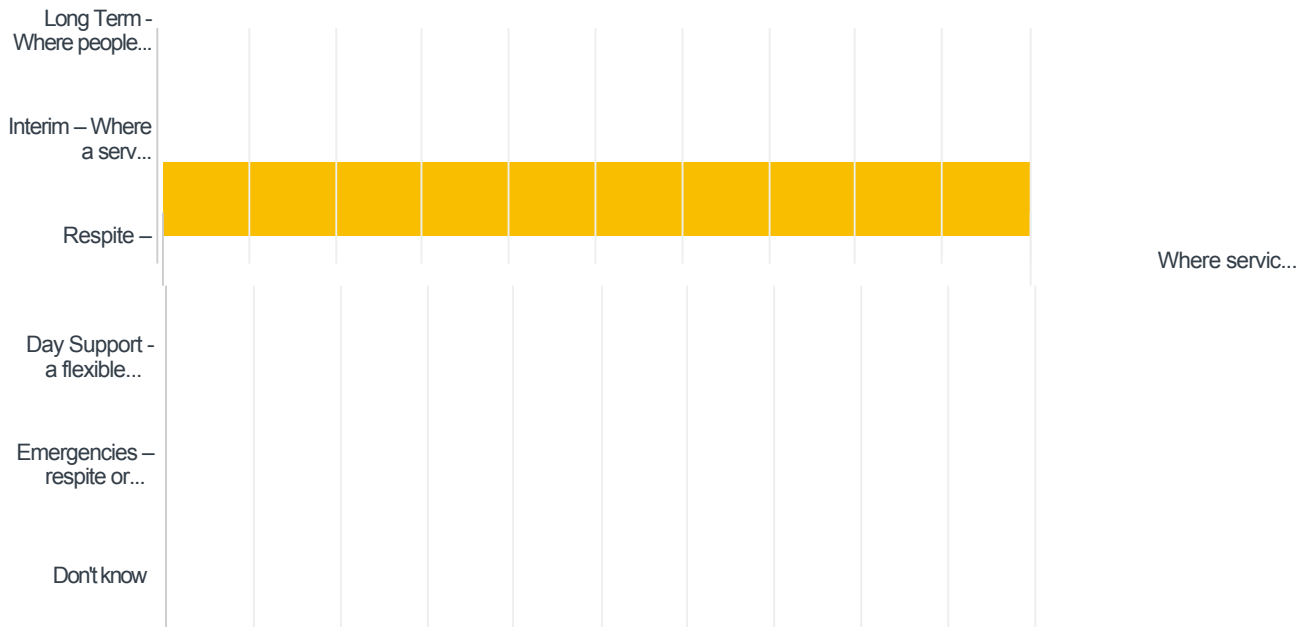


ANSWER CHOICES	RESPONSES	
Long Term - Where people live with approved Shared Lives Carers on a long-term basis, sharing in the ordinary lifestyles of the carers and their families		
Interim – Where a service user can live with a Shared Lives Carer for up to 12 months with a view to moving towards more independent living	50.00%	5
Respite – Where service users are enabled to take either regular short breaks or breaks of one off periods based on an allocated number of respite nights	30.00%	3
Day Support - a flexible service enabling service users to do activities of their choice, to use community facilities or to visit approved Shared Lives Carers in the carer's home	70.00%	7
Emergencies – respite or interim provision due to emergency circumstances	70.00%	7
<b>Total Respondents: 10</b>	<b>40.00%</b>	<b>4</b>



### Q3 Which of the following services provided by Shared Lives do you, your relative or friend use? (Please tick all that apply)

Answered: 4 Skipped: 26



ANSWER CHOICES	RESPONSES	
Long Term - Where people live with approved Shared Lives Carers on a long-term basis, sharing in the ordinary lifestyles of the carers and their families		
Interim - Where a service user can live with a Shared Lives Carer for up to 12 months with a view to moving towards more independent living		
Respite - Where service users are enabled to take either regular short breaks or breaks of one off periods based on an allocated number of respite nights	0.00%	0
Day Support - a flexible service enabling service users to do activities of their choice, to use community facilities or to visit approved Shared Lives Carers in the carer's home	0.00%	0
Emergencies - respite or interim provision due to emergency circumstances	100.00%	4
Don't know	0.00%	0
<b>Total Respondents: 4</b>		
	0.00%	0
	0.00%	0

**Q4 We would like to know your thoughts on the proposed changes to the Shared Lives payment system (i.e. change from a fixed payment to a banded system). If you, a friend or relative uses the Shared Lives Service please explain how this will impact you. Further information on the proposed changes to the payment system for Shared Lives can be found at (<https://www.tameside.gov.uk/TamesideSharedLives>) or with the letter which accompanied this questionnaire if you received a copy by post. (Please state in the box below)**

Answered: 20 Skipped: 10

#	RESPONSES	DATE
1	At present it is one rate for all no matter what the persons needs are. this has created a pick and choose situation which is a bad thing for the more disabled. In our situation we tried shared lives twice, once our son didn't take kind to it, then at another house they didn't take to him, but deep down we feel that he was rejected because of his needs The new proposals are long over due.	7/20/2018 2:48 PM

2

Proposals to the changes in payments for carers and the extended provision for 16+ Firstly, I would think that the banding system, would go some way to incentivise carers into caring for service users that have complex need... but only partly. I also think they would need greater support, on a day to day or throughout the week and greater lengths of respite themselves. It is not only about the money...but the support that carers who choose to work with service users with complex needs. In fife shared lives, they have regular carer meetings and regular training. Also, it is not clearly defined, what will be level 1,2 and complex needs – this needs to be clarified. Secondly, I agree with the banding system as a general principle. However, done like this, it will have a major impact on the quality and breadth of opportunities open to service users and their carers in band 1. The proposed cuts will invariably mean a loss to the carers income by £105 per week... which is about £5,460 a year. This is a massive cut to their income and will invariably affect people on lower wages hardest. A major consideration for my partner and I is: “will we have enough money to support the service user, in an economy where all the basics day to day necessities have gone up disproportionately to wage increases”, plus do all the life enhancing activities that make up a happy and fulfilled life, such as hobbies, interests, socialising and volunteering. There are very few volunteering opportunities now that will give volunteers even out of pocket expenses! For example, we recently went to the beach with a friend who is a carer in shared lives and two of her service users she is caring. We required: • Two reliable cars • Beach gazebo – for shade • Deck chairs • Sun cream and hats • Sandwiches and food, which we made and bought ourselves • A trip to costa coffe, for drinks and cakes for 6 to round the day off All this had to be paid for and is an example of a social activity which enables service users to build confidence with a wider range of people, enjoy socialising and all the health benefits being outdoors in the sun. I dont think any of these are excessive, but when you add up the costs.... It isn't “cheap” doing activities that most people would consider modest. It also concerns me that this somewhat arbitrary cuts, could be the start of more...what is the financial bottom line that would never be crossed? Although we are looking forward to being carers with shared lives, we could not financially do it voluntary, if the service was cut in this way. In researching shared lives, I came across this from the PSS site: What are the benefits over other forms of care? Shared Lives or Adult Placement is truly unique because it allows individuals who may not be fully able to live on their own the chance to experience independence. These individuals can live in a safe environment, which PSS has approved and with carers who are trained to deal with their individual needs. Because each carer family is different and each user of our services is too, we can truly ensure we plan for each individual. No one size fits all and no two families are the same. Aside from the personal advantages of this service, in terms of providing a family environment, safety, support and independence, Shared Lives or Adult Placement has significant cost savings for each individual. It is estimated that being part of the service can save at least £13,000 per annum per person in comparison to residential care and supported living and in some areas this figure is much higher. This leads me to the question.... Why start cutting carers allowances, when they are already saving thousands per person in comparison to residential care and supported living? It seems to me that there are other area's that should be looked at, rather than services that are actually saving money and are in many cases transforming services users lives for the better. I also think to do this job justice, I would only consider working part time in another job... at the very outside and it would have to fit around their needs, certainly at the start. Which full time job, isn't demanding, time consuming and tiring? ... Then to try and support a service user with a wide variety of needs....? Our personal opinion is that carers end up exhausted... maybe leaving the scheme and not being able to give service users proper time and attention. By the very ethos of the scheme... they need quality time with you...! Of course, they may be going to college, volunteering or working.... But we understand that we may be called upon... incidents of bullying are very common, learning to get to places independently may require support as is potential difficulties making friends and adjusting to new environments.... Having time and being able to support service users more intensely, particularly at the beginning of their “shared lives” with us In researching carers allowance from other schemes, manchester city council and rochdale have carers allowance at around £400 per week. I am unaware that any other shared lives schemes are considering such proposals Lastly, I would think having a 16+ option would be great for young people who maybe transitioning from young peoples services to have continuation of support...

7/19/2018 8:58 PM

3

We feel that is a fair system.

7/18/2018 6:52 PM

4

1. What criteria has used to base the separate banding? I believe the Carer's should have had access and more consultation

7/17/2018 7:16 PM

5

If the changes mean that more Carers will be joining the scheme then it is a good idea. My daughter has for the last two years been unable to use her 21 days respite awarded to her due to the lack of Carers available. My only concern is that due to her needs (she has Autism) may now be overlooked in favour of children who are far more independent and do not need as much support as she requires.

7/15/2018 11:54 AM

6	Banding system will hopefully support recruitment and retention of shared lives carers who can accommodate more complex needs. These are often the service users most difficult to place, whether respite, emergency or permanent and most likely to break down when needs increase. Increased payment, reflecting the intensity of support may attract people with the skills and commitment needed.	7/13/2018 3:29 PM
7	At present I understand that the payment at present is standard regardless of the cared for's needs. This system has been open to abuse by carers by the fact that they can pick and choose who they care for. In our own instance when trying to place our son into shared lives one of the families parents gave us the impression that his needs were too complex. They gave another reason as to why but that didn't fit well with us as we know our son better than them. The banding system that you intend to implement goes a long way to righting it. Having 2/3 users to care for is too many, I feel that the carer should be restricted to one, I know that it isn't possible at the moment but could be something to be looked at in the future.	7/12/2018 5:28 PM
8	As a carer I agree with the banded payment system that ensures my son gets the best and appropriate care, for his needs. This was also to ensure that the carer receives the right payment for the amount of care he/she provides.	7/8/2018 11:54 AM
9	much needed differentiation for different types of work, no change to minimum payment and increments for harder work. I agree.	7/2/2018 7:14 PM
10	I agree with the proposal, no carer will lose out as the minimum remains the same, but carers with the most demanding clients should get more money.	7/2/2018 7:09 PM
11	I think it is a positive thing to change to a banded system. Unsure how we will be affected by the changes who decides what band a person is to be placed	7/2/2018 5:05 PM
12	I agree with the banded payments	7/2/2018 4:17 PM
13	I think the changes are fair and there should be a banded system	7/2/2018 3:18 PM
14	Letter came in post. I am 77yrs old and a full time Carer for my daughter, who has Learning difficulties, plus other physical needs. We use respite care 30 nights per year, without which I know that I could not continue being her Carer. I am concerned that with the new banding system, just what banding she would come into and about the problem with Shared Lives Carers being more likely to opt for caring for those in Band 2, at almost twice the amount of payment as for those in Band 1. So we could see less take up of Service Users in Band 1, which my daughter could possibly be classed in.	7/2/2018 11:56 AM
15	Some service users can be more difficult than others in terms of their needs and their emotional needs	7/2/2018 10:05 AM
16	I fully support this change	6/21/2018 7:29 PM
17	The proposed change would seem to be an improvement to incentivise families to consider sharing lives with people with more complex needs.	6/21/2018 3:58 PM
18	All current long term placements should continue with current payment level. Only new placements should be paid via the banded levels.	6/20/2018 9:13 PM
19	Good idea but I don't think the payment for a session is enough as the hourly rate is a lot lower than the minimum wage. I work as a carer and know how much work is involved.	6/20/2018 6:28 PM
20	cap everything to £25 per night.	6/20/2018 2:26 PM

**Q5 We would like to know your thoughts on the proposed changes to the Shared Lives age of access (i.e. change from working with people aged 16 rather than 18 years of age) If you, a friend or relative uses the Shared Lives Service please explain how this will impact you. (Please state in the box below)**

Answered: 18 Skipped: 12

#	RESPONSES	DATE
1	At present there isn't enough shared lives properties to satisfy the demand as it is. If the age is reduced it will put more pressures on the carers who use the system now. As a user of the system for our son we know how difficult it is to try and get some respite when we need it. At present we have 30 days and it is difficult trying to marry up a holiday with respite, sometimes having to use as much as 10 days for a 7 day holiday.	7/20/2018 2:56 PM
2	I would think having a 16+ option would be great for young people who maybe transitioning from young peoples services to have continuation of support...	7/19/2018 8:59 PM
3	We again feel that this is a necessary change as there was a need for a change to accommodate a younger age group into the scheme. Yes we feel this is an important change and one one which benefit a lot of younger people.	7/18/2018 6:58 PM
4	My concerns are that the needs of the service users can not be met already so lowering the age of access will only add pressure on the existing Carers	7/15/2018 11:56 AM
5	Adult Services are already overstretched, so although I feel Shared Lives could be considered as part of the long term transition process, it needs to be resources. Maybe better use of the Transitions Worker, could support this role.	7/13/2018 3:31 PM
6	I can see lots of problems, there is more legislation regarding children needing care for whatever problem they have, support for children has to be more closely supervised, as an ex foster carer I received visits from a social worker every 6 weeks to check on placement, I can't see this happening in shared lives. I also don't know where you will find the carers, my son has not been able to have his full allocation of respite due to the lack of carers. I have also been informed that most new carers only want to do day care. Extending the age range will only put more strain on present carers and shared lives staff.	7/8/2018 11:58 AM
7	I agree with this, children should not be expected to be adults at 16. More support is needed.	7/2/2018 7:15 PM
8	I agree with this proposal, much needed support to children who are NOT adults at 16!	7/2/2018 7:10 PM
9	It don't think the age difference wilol impact at all	7/2/2018 5:06 PM
10	I personally would not feel able or knowledgable to work with people under 16	7/2/2018 4:18 PM
11	I personally would not like to work with a 16 year old...	7/2/2018 3:19 PM
12	As my daughter is 50yrs old, this hopefully should not affect us	7/2/2018 11:58 AM
13	Will bring a much fairer system. Having to work really hard with someone when another carer has a much easier job can be very frustrating when we all get the same hourly rate	7/2/2018 10:06 AM
14	I agree with changing the age	6/21/2018 7:29 PM
15	I am not sure why this age change would be proposed - I thought other services were available to people between the ages of 16 & 18. However, if there is a need that is not being met then I would support the change.	6/21/2018 3:59 PM
16	I think it is a good idea to give additional flexibility for young people aged 16 to 18	6/20/2018 9:15 PM
17	I think this is a good idea as this will offer young people more much needed support.	6/20/2018 6:30 PM
18	Money can be spent better elsewhere like potholes	6/20/2018 2:26 PM

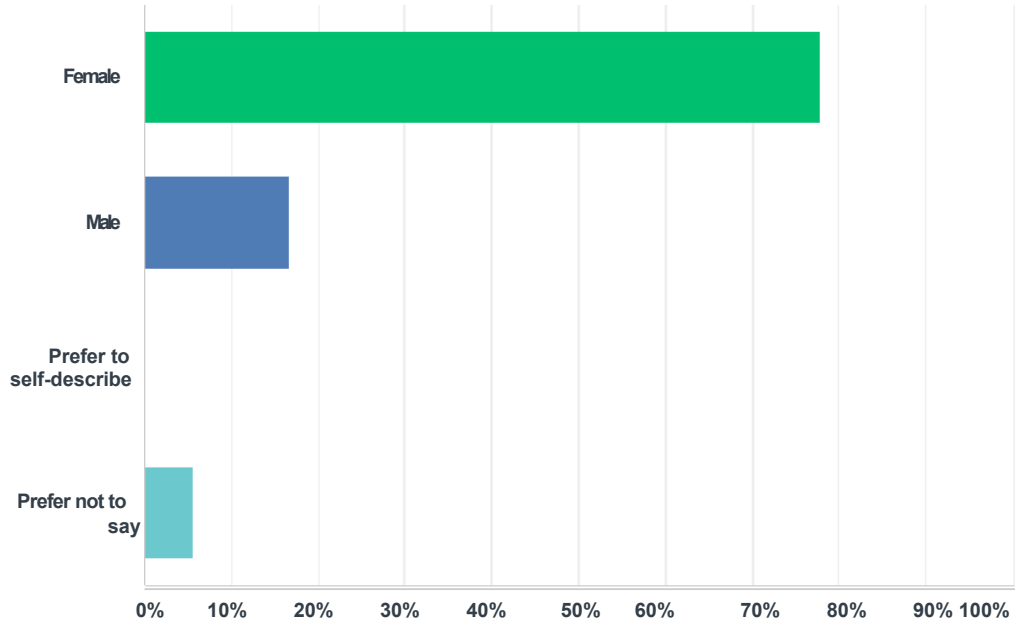
**Q6 Do you have any other comments you wish to make about the Shared Lives Service in general? (Please state in the box below)**

Answered: 16 Skipped: 14

#	RESPONSES	DATE
1	We like working for Shared lives. They give us valuable support and in turn we feel we give the necessary support to the people we look after.	7/18/2018 7:01 PM
2	The right families need to be approved so they are doing it because they genuinely care about the people they are looking after and not just for the money.	7/15/2018 12:01 PM
3	When it works well Shared Lives is a fantastic option and I have seen brilliant outcomes. However it is becoming increasingly difficult to access as so few carers seem to be recruited. The process is long and due to the lack of numbers of carers the matching process is limited.	7/13/2018 3:33 PM
4	Until more carers are recruited to support the service in all areas I can't see expanding the scheme will be beneficial, as a carer in contact with others in my position I know that they do not get the care support they would like	7/8/2018 12:05 PM
5	all good thanks	7/2/2018 7:15 PM
6	al great thanks	7/2/2018 7:10 PM
7	I think to mix adults with disabilities in with adults leaving care is wrong they are totally separate departments and totally different needs need to be met. Requiring different skills	7/2/2018 5:08 PM
8	I think the service is excellent and a very rewarding job... I do however feel more exposure is needed to promote the service and the pathway more accessible for Parents/Guardians to apply ...	7/2/2018 3:31 PM
9	My daughter loves spending time with her current respite Carer and her family. I do worry though that, although I have asked Shared Lives some time ago for a back up Carer, they as yet haven't come up with anyone. Obviously with the age access being lowered, which will create more demand for placements, it could prove to be even more difficult, to find her a back up Carer.	7/2/2018 12:06 PM
10	Respite care needs looking at. I have just completed a 2 night respite for a service user but in effect I had that person for 2 whole days. There should be some form of day support rate added in somehow, especially when the service user does not access other day services so it's a full day care service we provide aswell	7/2/2018 10:08 AM
11	No	6/21/2018 7:29 PM
12	This service offers an approach that is family oriented with the prospects of a more sensitive and humane option.	6/21/2018 4:00 PM
13	Each band should have a minimum of £9 per hour as they are specialist trained jobs & to get the right person for the job they need incentive & a right to afford to live without benefits to top up their wages.	6/21/2018 1:26 PM
14	All I have heard is that it is a very good scheme	6/20/2018 9:15 PM
15	I support the scheme as it aids people to maintain a good level of independence but with support.	6/20/2018 6:31 PM
16	Should just be abolished.	6/20/2018 2:27 PM

## Q7 What best describes your gender?

Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
Female	77.78%	14
Male	16.67%	3
Prefer to self-describe	0.00%	0
Prefer not to say	5.56%	1
TOTAL		18

## Q8 What is your age? (Please state)

Answered: 18

Skipped: 12

#	RESPONSES	DATE
1	72	7/20/2018 2:59 PM
2	57	7/19/2018 9:01 PM
3	50	7/18/2018 7:01 PM
4	63	7/15/2018 12:03 PM
5	56	7/13/2018 3:34 PM
6	64yrs	7/8/2018 12:06 PM
7	55	7/2/2018 7:18 PM
8	54	7/2/2018 5:10 PM
9	57	7/2/2018 4:18 PM
10	55	7/2/2018 3:32 PM
11	77	7/2/2018 12:08 PM
12	53	7/2/2018 10:09 AM
13	44	6/21/2018 7:30 PM
14	70	6/21/2018 4:01 PM
15	41	6/21/2018 1:27 PM
16	64	6/20/2018 9:16 PM
17	61	6/20/2018 6:32 PM
18	45	6/20/2018 2:27 PM



## Q9 What is your postcode? (Please state)

Answered: 18 Skipped: 12

#	RESPONSES	DATE
1	M34 5SD	7/20/2018 2:59 PM
2	ST4 1NY	7/19/2018 9:01 PM
3	sk153df	7/18/2018 7:01 PM
4	M34 6LG	7/15/2018 12:03 PM
5	M34 7RT	7/13/2018 3:34 PM
6	M34 6NP	7/8/2018 12:06 PM
7	sk151bp	7/2/2018 7:18 PM
8	M43 6hb	7/2/2018 5:10 PM
9	Sk144tz	7/2/2018 4:18 PM
10	M34	7/2/2018 3:32 PM
11	M34 5QB	7/2/2018 12:08 PM
12	Sk15 2hf	7/2/2018 10:09 AM
13	SK15 1JG	6/21/2018 7:30 PM
14	SK14 1PR	6/21/2018 4:01 PM
15	OL7	6/21/2018 1:27 PM
16	SK16 5DS	6/20/2018 9:16 PM
17	SK142JX	6/20/2018 6:32 PM
18	ol6	6/20/2018 2:27 PM

## Q10 What is your ethnic group? (Please tick one box only)

Answered: 18 Skipped: 12

White: English /  
Welsh /...

White: Irish

White: Gypsy or  
Irish...

Any other  
White...

Mixed/multiple  
ethnic group...

Mixed/multiple  
ethnic group...

Mixed/multiple  
ethnic group...

Any other  
Mixed/multip...

Asian/Asian  
British: Indian

Asian/Asian  
British:...

Asian/Asian  
British:...

Asian/Asian  
British:...

Any other  
Asian...

Black/African/C  
aribbean/Bla...

Black/African/C  
aribbean/Bla...

Any other Black /  
Afri...

A r a b

Any other nic  
group...



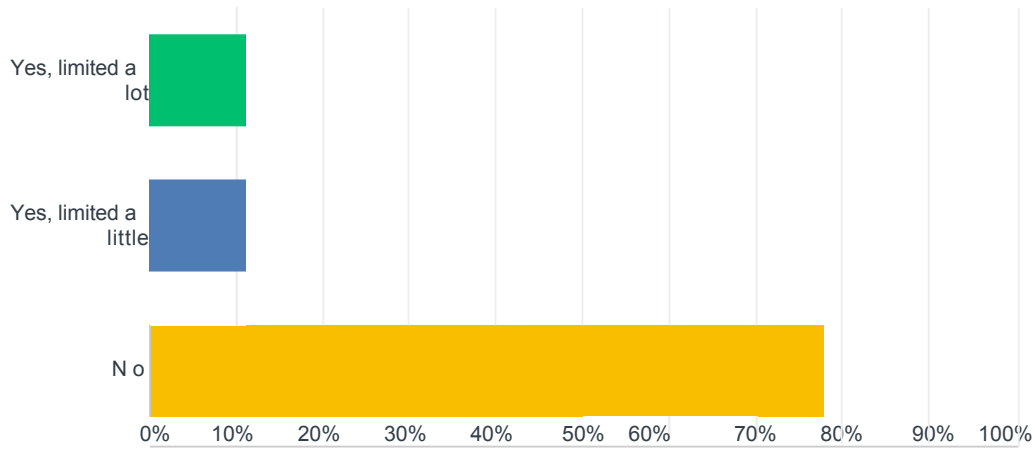
ANSWER CHOICES	RESPONSES	
<b>White: English / Welsh / Scottish / Northern Irish / British</b>	<b>94.44%</b>	<b>17</b>
White: Irish	0.00%	0
White: Gypsy or Irish Traveller	0.00%	0
Any other White background (please specify in the box below)	0.00%	0
Mixed/multiple ethnic groups: White & Black Caribbean	0.00%	0
Mixed/multiple ethnic groups: White & Black African	0.00%	0
Mixed/multiple ethnic groups: White & Asian	0.00%	0
Any other Mixed/multiple ethnic background (please specify in the box below)	0.00%	0
Asian/Asian British: Indian	0.00%	0
Asian/Asian British: Pakistani	0.00%	0
Asian/Asian British: Bangladeshi	0.00%	0
Asian/Asian British: Chinese	0.00%	0
Any other Asian background (please specify in the box below)	0.00%	0
Black/African/Caribbean/Black British: African	0.00%	0
Black/African/Caribbean/Black British: Caribbean	0.00%	0
Any other Black / African / Caribbean background (please specify in the box below)	0.00%	0
Arab	0.00%	0
Any other Ethnic group (please specify in the box below)	5.56%	1
<b>TOTAL</b>		<b>18</b>

#	PLEASE SPECIFY BELOW	DATE
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There are no responses.

**Q11 Are your day-to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Include problems related to old age. (Please tick one box only)**

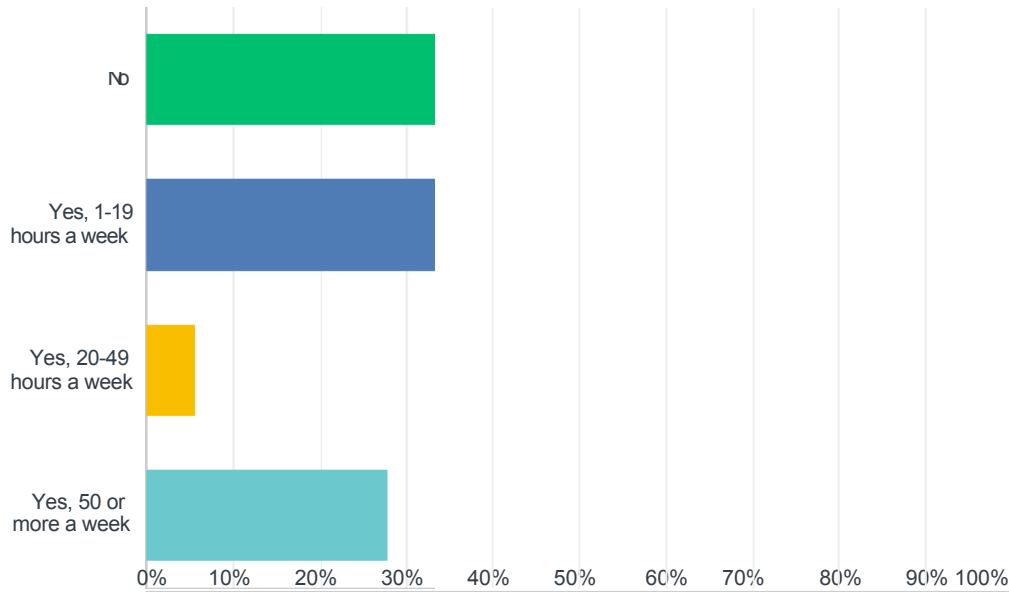
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes, limited a lot	11.11%	2
Yes, limited a little	11.11%	2
No	77.78%	14
TOTAL		18

**Q12 Do you look after, or give any help or support to family members, friends, neighbours or others because of either long term physical or mental ill-health /disability or problems related to old age? (Please tick one box only)**

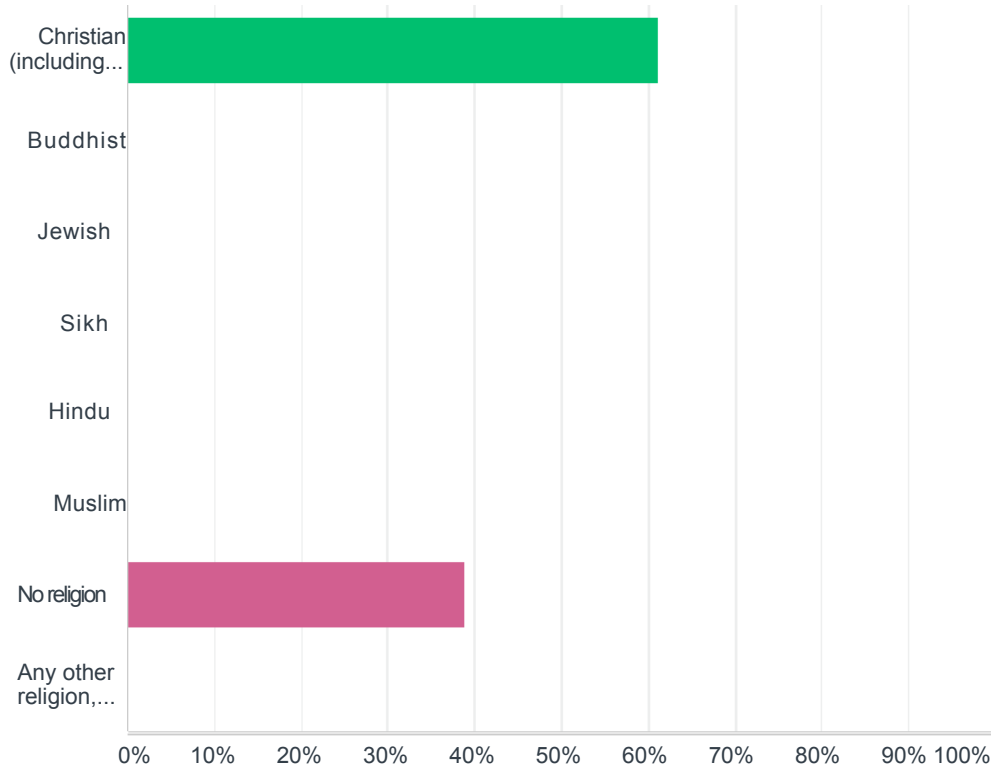
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
No	33.33%	6
Yes, 1-19 hours a week	33.33%	6
Yes, 20-49 hours a week	5.56%	1
Yes, 50 or more a week	27.78%	5
<b>TOTAL</b>		<b>18</b>

# Q13 What is your religion?

Answered: 18 Skipped: 12

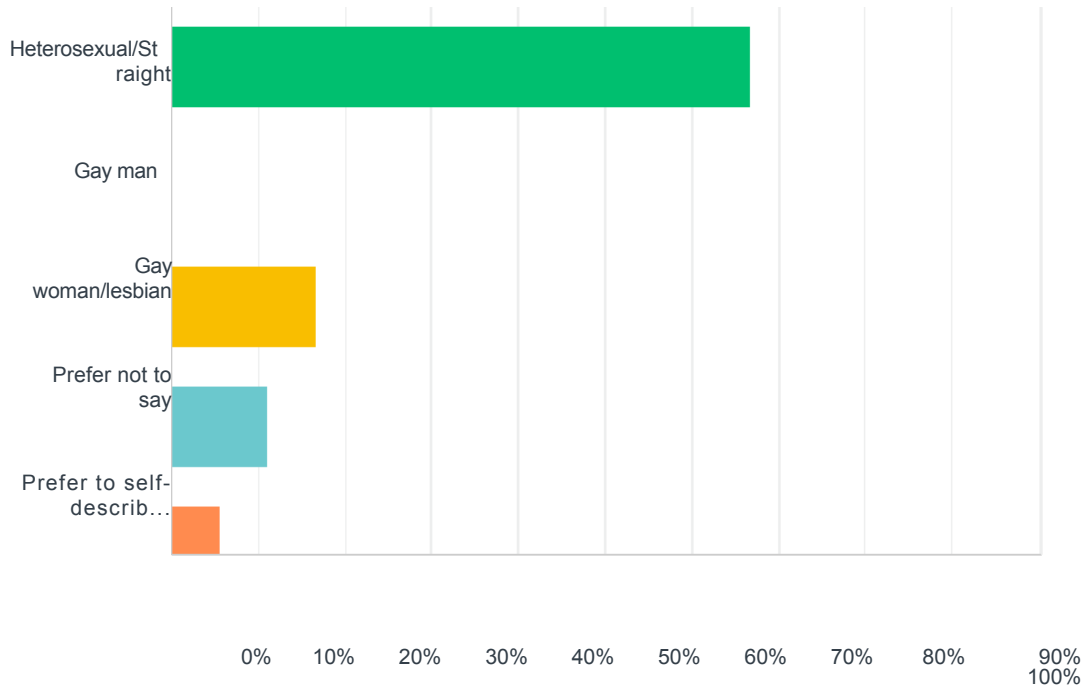


ANSWER CHOICES	RESPONSES	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	61.11%	11
Buddhist	0.00%	0
Jewish	0.00%	0
Sikh	0.00%	0
Hindu	0.00%	0
Muslim	0.00%	0
No religion	38.89%	7
Any other religion, please state	0.00%	0
<b>TOTAL</b>		<b>18</b>

#	ANY OTHER RELIGION, PLEASE STATE	DATE
	There are no responses.	

# Q14 What is your sexual orientation?

Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
Heterosexual/Straight	66.67%	12
Gay man	0.00%	0
Gay woman/lesbian	16.67%	3
Prefer not to say	11.11%	2
Prefer to self-describe (Please self-describe below)	5.56%	1
<b>TOTAL</b>		<b>18</b>





# APPENDIX 3

## TAMESIDE & GLOSSOP STRATEGIC COMMISSIONING FUNCTION

### EQUALITY IMPACT ASSESSMENT FORM (EIA)

<b>Subject / Title</b>	Shared Lives Scheme Banded Carer Payment and Change of Age.
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<b>Team</b>	<b>Department</b>	<b>Directorate</b>
Shared Lives	Adult Services	People

<b>Start Date</b>	<b>Completion Date</b>
05/02/18	

<b>Project Lead Officer</b>	Mark Whitehead
<b>Contract / Commissioning Manager</b>	Mark Whitehead
<b>Assistant Director/ Director</b>	Sandra Whitehead / Stephanie Butterworth

<b>EIA Group</b> (lead contact first)	<b>Job title</b>	<b>Service</b>
Mark Whitehead	Head of Service	Adults
Alison White	CQC Registered Manager	Shared Lives, Long Term Support and Reablement
Giovanna Surico- Hassall	Team Manager	Shared Lives
Adam Lomas	Assistant Team Manager	Shared Lives
Reyhana Khan	Programme Manager	Transformation Adults

### **PART 1 – INITIAL SCREENING**

*An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.*

*The Initial screening is a quick and easy process which aims to identify:*

- those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on any of the equality groups*
- prioritise if and when a full EIA should be completed*
- explain and record the reasons why it is deemed a full EIA is not required*

*A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon people with a protected characteristic. This should be undertaken irrespective of whether the impact is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.*

<p><b>1a.</b></p>	<p><b>What is the project, proposal or service / contract change?</b></p>	<p>Tameside MBC Shared Lives scheme would like to introduce a banded payment system for carers. The use of banded payment systems has been implemented by six of the Greater manchester boroughs and is seen as national best practice. The banded payment system allows carer payments to be reflective of the level of complexity of care being given.</p> <p>Tameside MBC Shared Lives would also like to lower the age that individuals can access the service from 18+ to 16+ allowing us to improve transition and work with young people leaving care.</p>
<p><b>1b.</b></p>	<p><b>What are the main aims of the project, proposal or service / contract change?</b></p>	<p>The introduction of a banded payment system will enable the Shared Lives Scheme to develop and expand in the knowledge that service users have different needs. The service users who are referred to the Shared Lives service vary in complexity of needs and levels of support required. These levels of support are currently not reflected in a fixed payment. In order to maximise the opportunities to offer Shared Lives as an option for the widest range of people, there was a need to review the fixed payments that are currently offered to carers, and consider a payment mechanism that is more reflective of the complexity of service users that carers currently support, and could support in the future as we expand our services.</p> <p>The banding system will potentially open the Shared Lives Scheme to people with more complex disabilities, and people with mental health issues who might not previously had the opportunity to be supported in this service.</p> <p>The banding system proposes an increase in carer's payment for respite and day services, and also reflects the degree of assistance provided in the payment system. In terms of attracting carers, an individual's decision to provide differing levels of support is fair and equitable on the basis that payment commensurate to the support provided. Some kind of differential pay system segments the market and should have the effect of attracting a larger number of carers to the role of approved Shared Lives Carers.</p> <p>Tameside MBC Shared Lives would also like to lower the age that individuals can access the service from 18+ to 16+ allowing us to improve transition and work with young people leaving care.</p>

**1c. Will the project, proposal or service / contract change have either a direct or indirect impact on any groups of people with protected equality characteristics? Where a direct or indirect impact will occur as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.**

Protected Characteristic	Direct Impact	Indirect Impact	Little / No Impact	Explanation
Age	X			Shared Lives Services are targeted at the adults age group (18+)
Disability	X			Service Users for Shared Lives have services commissioned due to qualifying needs, using national eligibility criteria.
Ethnicity			x	Shared Lives Service users come from a range of ethnic backgrounds.
Sex / Gender			X	Shared Lives is not a gender specific service.
Religion or Belief			X	
Sexual Orientation			X	
Gender Reassignment			X	
Pregnancy & Maternity			X	
Marriage & Civil Partnership			X	

**Other protected groups determined locally by Tameside and Glossop Single Commissioning Function?**

Group (please state)	Direct Impact	Indirect Impact	Little / No Impact	Explanation
Mental Health	X			Shared Lives supports service users with mental health needs
Carers	X			Shared Lives services provide respite for carers.
Military Veterans			X	There are some Shared Lives Carers who are Military Veterans
Breast Feeding			X	

**Are there any other groups who you feel may be impacted, directly or indirectly, by this project, proposal or service / contract change? (e.g. vulnerable residents, isolated residents, low income households)**

Group (please state)	Direct Impact	Indirect Impact	Little / No Impact	Explanation

*Wherever a direct or indirect impact has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact is anticipated, this can be explored in more detail when undertaking a full EIA.*

<b>1d.</b>	<b>Does the project, proposal or service / contract change require a full EIA?</b>	<b>Yes</b>	<b>No</b>
		X	

<b>1e.</b>	<b>What are your reasons for the decision made at 1d?</b>	Proposed service changes have a direct impact on Service users with the protected characteristics of age, disability, mental health and carers.
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If a full EIA is required please progress to Part 2.

## **PART 2 – FULL EQUALITY IMPACT ASSESSMENT**

<b>2a. Summary</b>		
<p>Tameside MBC Shared Lives aims to create a fair and transparent banded system to align with the best practice. The introduction of a three band system would enable the Shared Lives Scheme to pay carers according to the level of need the service users they support have.</p> <p>The bands will be;</p> <ul style="list-style-type: none"> <li>• Low needs (Band one).</li> <li>• Medium needs (Band two).</li> <li>• Discretionary complex banding for exceptional circumstances (Complex band).</li> </ul> <p>It is proposed that banding will be introduced for long term, respite and day support provision. A banding toolkit has been produced, based on national best practice guidelines from Shared Lives Plus, which will support workers and refers to understand which band service users would be allocated to. Following a benchmarking exercise against Greater Manchester and other North West schemes, and consultation with Tameside Finance Team, the following payment bands are being proposed:</p>		
<u>Day Support</u>		
<b>Band One</b>	<b>Band Two</b>	<b>Complex Needs</b>
<b>£7.06 per hour</b>	<b>£8.47 per hour</b>	<b>£12.71 per hour</b>
In line with current proposed rate for 18/19.	20% premium on band one.	50% premium on band 3.
<u>Respite</u>		
<b>Band One</b>	<b>Band Two</b>	<b>Complex Needs</b>
<b>£45.56 per night</b>	<b>£80 per night</b>	<b>£110 per night</b>
In line with current proposed rate for 18/19.		
<u>Long Term and Interim</u>		
	<b>Per week</b>	<b>Per Annum</b>
<b>Band One</b>	<b>£300</b>	<b>£15,600</b>
<b>Band Two (In line with</b>	<b>£405.54</b>	<b>£21,088.08</b>

<b>current proposed rate for 18/19.)</b>		
<b>Complex Needs - Rate subject to assessment</b>	<b>£800</b>	<b>£41,600</b>

Shared Lives would also like to lower the age of access to the service from 18+ to 16+. Shared Lives schemes can provide transition arrangements from as early as 16 years old and can start to look at potential matches from 15 years old. CQC and Ofsted have developed guidance to help Shared Lives Schemes to register with CQC for anyone under 18 but not lower than 16. Currently Tameside MBC Shared Lives are unable to accept referrals for service users under the age of 18, however will assess and prepare carers prior to the 18th birthday. Changing the age of service would allow children's services to refer those young people who meet the criteria for adult services at an earlier age easing the transition for both carers and service users. It would also allow for these young people to be introduced to respite carers who may be able to continue their support post 18 or become possible long term carers minimising disruptions.

Changing the service age will allow the service to meet the needs of vulnerable young people leaving care, who would not meet the criteria for adult services, transitioning into adulthood through an alternative model that can provide a period of stability in what is a very turbulent and stressful time. The transition to a Shared Lives placement may allow young people to maintain support in CQC regulated service. Shared Lives plus have made agreements with Ofsted to ensure the regulations are upheld, for those young people who transition to Shared Lives at 16+ will be regulated under the CQC guidelines, allowing them greater independence to develop their skills while still being monitored by a regulated service.

A change in service may also support the attraction of a larger number of prospective carers to meet the varying needs. Some individuals may be attracted to providing support for young people leaving care who may not have previously considered Shared Lives a potential option for them and their family. The expansion of the service to support young people will allow the scheme to develop a targeted recruitment campaign with a focus on supporting young people in their transition to independent adulthood.

There are currently 132 service users accessing the service (as of 20/8/18) and their primary needs are as follows: The Service users access the following services;

<b><i>Long Term Placements</i></b>	<b>34</b>
<b><i>Short term/ Respite Placements</i></b>	<b>29</b>
<b><i>Day Support Placements</i></b>	<b>58</b>
<b><i>Receive Short Stay &amp; Day Support</i></b>	<b>11</b>

The Scheme currently has :

<b><i>Approved Carers</i></b>	<b>93</b>
<b><i>Prospective Carers Undergoing assessment</i></b>	<b>5</b>

## **2b. Issues to Consider**

The Tameside MBC Shared Lives service considered the appropriate legislation relevant to the decision. The service explored the partnership working which would be required with children's services when working with those who are 16+. A Path day was held with relevant stakeholders from Children's and Adults services to explore the key issues. We also consulted with Shared lives Plus and received advice and guidance from their Development Officer for Young People Leaving Care. Tameside are provisionally accepted onto a Department of Education pilot project and have attended seminars with partner schemes from across the country. There has also been agreement

between CQC and OSTED that young people accessing Shared Lives services from the age of 16 will come under CQC regulations so Shared Lives will not need to undergo assessment via OFSTED.

Agreement has been made via Tameside MBC training and development for Shared Lives Carers who wish to work with young people to access specialist training available to foster carer. A mandatory training list has been completed. It has also been agreed that all carers who wish to complete this work will have additional DBS clearance for working with Children as part of their approval. Shared Lives has taken inspiration from other services nationally who have implemented this policy and have been successfully supporting the young people of their locality, e.g Telford. These schemes have shared information and resources to support the implementation in Tameside.

Consideration has also been given to the financial impacts of implementing changes to the Scheme. These are highlighted within the report, however the key financial consideration is towards future cost avoidance by offering early service intervention and supporting service users to maintain positive supportive relationships in transition from Children's Services to Adult Services.

- Increased demand for the service, increase cost to deliver...?
- Banding will only attract people wanting to work with complex service users for higher payment.
- Attracting more carers for complex needs, and for younger service users aged 16-18

## 2c. Impact

Positive impacts on the following characteristics of Age, disability, mental health and carers have been identified.

- There are direct impacts on these areas but from evidence shown the proposed policy changes will be positive.
- Fairer payment system for carers, and in line with national Shared Lives Service recommendation.
- Increasing support for borough to care for people in a family environment, supporting people to stay as independent as possible closer to home.
- Improved outcomes for service users, including those young people going through transition.

The proposed changes to the Shared Lives service will also support the Greater Manchester transformation for Shared Lives. The proposed changes to the service align with the expansion plan for Shared Lives as a regional approach. The action plan completed in partnership with all GM regions proposes expanding the usage of Shared Lives for people with complex needs and proposing a banded system to support the recruitment of Carers. Within GM six boroughs have already implemented a banded payment system and it is proposed that all areas move to banded payments for carers.

<b>2d. Mitigations</b> ( <i>Where you have identified an impact, what can be done to reduce or mitigate the impact?</i> )	
<p><i>Impact 1</i></p> <p><i>General positive impact</i></p>	<p>Proposed changes to the service will increase the ability for residents of the borough from all service user areas. It allows Shared Lives carers to have increased flexibility and control over the level of support they provide and creates a fairer system of reimbursement for the support they provide.</p> <p>The changes will also propose an alternative accommodation and support option for young people with disabilities and those leaving care.</p> <p>The proposed changes are in line with the council, and services aims and objectives, as well as the wider health and social care integration programme that we are working alongside to deliver. It is aligned to Greater Manchester's Health and Social Care and GM Adult Social Care Transformation Programmes.</p>
<p><i>Impact 2</i></p> <p><i>Shift towards more complex rather than low needs</i></p>	<p>There is potential that Shared Lives Carers will only take on more complex cases for more payment. Meaning that established placements will not be accessible due to carers looking for more complex work.</p> <p>Shared Lives carers come from a diverse range of backgrounds, and possess a differing range of skills. When completing recruitment drives The Shared Lives service has an open recruitment policy to attract the most diverse range of carers possible.</p> <p>The role of a Shared Lives carer is flexible so potential carers are able to provide support which fits around their family and personal circumstances. This leads to a diverse carer team who meet the differing needs of the individuals of the borough. The introduction of a banded system will support the recruitment of carers from all of these ranges, combined with targeted recruitment cycles when appropriate.</p> <p>Throughout the process of exploring a banded system, carers have been consulted and the responses from the consultations are that carers who have established relationships want these to continue, and do not plan to break their arrangements.</p>

<p><i>Impact 3</i></p> <p><i>Increased demand on the services.</i></p>	<p>Increased demand due to banding system and expansion of service to people aged 16+.</p> <p>More engagement and communication, further recruitment drives, and more targeted recruitment to attract more carers to the service – whether that is to for carers to support people with more complex needs or for carers to support people aged 16+. Close monitoring of demand for the service will be continued, and campaigns can be planned around predicted demand.</p> <p>When completing recruitment drives The Shared Lives service has an open recruitment policy to attract the most diverse range of carers possible.</p> <p>Furthermore, the service will continue to monitor staffing levels and caseloads to ensure that if demand for the service increases, the benefits are captured, and a full business case process is followed to be able to request increased resources to expand the service in line with demand. As interim measures, the Shared Lives team can recruit temporary workers to increase team capacity to meet the expansion needs as a short term solution.</p>
<p><i>Impact 4</i></p> <p><i>Carers may need additional skills and training to take on caring for younger people</i></p>	<p>Shared Lives has liaised with the training and development team within Tameside MBC. There has been agreement that Shared Lives carers who wish to work with young people from 16+ have access to the specialist training and support that is provided to foster carers. This can be added to the mandatory training for Shared Lives carers who wish to undertake this role.</p> <p>Any further training needs will be considered per carer and service user requirements and needs.</p>
<p><i>Impact 5</i></p> <p><i>Additional legislation and expectations from children's services.</i></p>	<p>Shared Lives Plus has worked with CQC and OFSTED that states that young people leaving care who enter into Shared Lives agreements will fall under the regulation of CQC. This allows for young people to be in a transitional placement moving them towards Adulthood.</p> <p>Shared Lives has also began working with children's services to explore the provision for young people and create joint working agreements to allow Children's social workers to maintain their responsibilities under the Children Act.</p>

<p><b>2e. Evidence Sources</b></p>
<ul style="list-style-type: none"> <li>• Shared Lives Consultation report re the proposed changes.</li> <li>• Monthly reporting records.</li> <li>• Path Day.</li> <li>• Shared Lives Plus Young Persons Project Seminars.</li> <li>• Greater Manchester Action Plan.</li> <li>• Greater Manchester costing benchmarking.</li> </ul>



<b>2f. Monitoring progress</b>		
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<b>Issue / Action</b>	<b>Lead officer</b>	<b>Timescale</b>
<i>Monthly reporting returns</i>	<i>Alison White</i>	<i>monthly</i>
<i>Training Schedule</i>	<i>Adam Lomas</i>	<i>Completed</i>

<b>Signature of Contract / Commissioning Manager</b>	<b>Date</b>
<b>Signature of Assistant Director / Director</b>	<b>Date</b>