

## Equality Impact Assessment - head of service review

Reference: EQIA329282984

Submitted: 10 May 2021 16:48 PM

### Executive summary

**Title of policy or decision:** FP/029/03/21 - North East Essex Community Services

**Describe the main aims, objectives and purpose of the policy (or decision):** To seek approval for Essex County Council (ECC) to enter into an alliance agreement with North East Essex Clinical Commissioning Group (the CCG) and the providers (as identified following the tender process) in order to jointly develop and further integrate the Falls Prevention and Strength and Balance Service as part of the Integrated Community Services in North East Essex (the Service).

**What outcome(s) are you hoping to achieve?:** Help people get the best start and age well

**Which strategic priorities does this support? - Help people get the best start and age well:** Enable more vulnerable adults to live independent of social care, Improve the health of people in Essex

**Is this a new policy (or decision) or a change to an existing policy, practice or project?:** a new policy (or decision)

**Please provide a link to the document / website / resource to which this EqIA relates:**

[https://cmis.essex.gov.uk/essexcmis5/ForwardPlans/tabid/100/ctl/ViewCMIS\\_ForumPlanItem/mid/528/forward\\_pl](https://cmis.essex.gov.uk/essexcmis5/ForwardPlans/tabid/100/ctl/ViewCMIS_ForumPlanItem/mid/528/forward_pl)

**Please upload any documents which relate to this EqIA, for example decision documents:**

[https://cmis.essex.gov.uk/essexcmis5/ForwardPlans/tabid/100/ctl/ViewCMIS\\_ForumPlanItem/mid/528/forward\\_pl](https://cmis.essex.gov.uk/essexcmis5/ForwardPlans/tabid/100/ctl/ViewCMIS_ForumPlanItem/mid/528/forward_pl)

### Assessing the equality impact

**Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision):** The future of NHS integrated care systems holds an expectation that partners will integrate commissioning, budgets and services around a place. The proposed North East Essex Health and Wellbeing Alliance is a collaboration between commissioners and providers of North East Essex. The alliance is being established with the aim of transforming the health and wellbeing of the population of North East Essex by creating a sustainable system of health and wellbeing services that meet the immediate and longer-term needs of the population. Development of this model follows similar successful initiatives elsewhere and is informed by the service development work undertaken by participants.

**Does or will the policy or decision affect:**

**Service users:** Yes

**Employees:** Yes

**The wider community or groups of people, particularly where there are areas of known inequalities:** Yes

**Which geographical areas of Essex does or will the policy or decision affect?:** Colchester, Tendring

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** No

**Is this policy or decision associated with any of the Council's other policies?:** No

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

## Description of impact

**Description of Impact.** If there is an impact on a specific protected group tick box, otherwise leave blank.  
**You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page:** Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment

**I confirm that I have considered the potential impact on all of the protected characteristics:** I confirm that I have considered the potential impact on all of the protected characteristics

**Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics:** The tender process and service design is aiming to improve provision for all groups, via better integration and coordination. Within the alliance agreement there is scope to continue to learn and improve during the life of the contract

## Age

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** By integrating services into the alliance, older adults will have access to coordinated multi disciplinary teams, who can wrap round support in a timely way with fewer handoffs

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** Initially the service landscape will closely resemble the as-is provision. Over the life of the 10 year contract term, we would anticipate improvements being developed in partnership between alliance participants and people accessing support.

## Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** By integrating services into the alliance, adults with learning disabilities will have access to coordinated multi disciplinary teams for their community health needs, who can wrap round support in a timely way with fewer handoffs

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** Improvements may take time to develop during the life of the contract. However, once in place, a much more joined up landscape of provision will be achieved, ensuring support is easier to navigate and more timely.

## Disability - mental health issues

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** By integrating services into the alliance, adults with mental health support needs will have access to coordinated multi disciplinary teams for community health, who can wrap round support in a timely way with fewer handoffs.

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** Improvements may take time to develop during the life of the contract. However, once in place, a much more joined up landscape of provision will be achieved, ensuring support is easier to navigate and more timely.

## Disability - physical impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** By integrating services into the alliance, adults with physical impairments will have access to coordinated multi disciplinary teams for community health, who can wrap round support in a timely way with fewer handoffs

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** Improvements may take time to develop during the life of the contract. However, once in place, a much more joined up landscape of provision will be achieved, ensuring support is easier to navigate and more timely.

## Disability - sensory impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** By integrating services into the alliance, adults with sensory impairments will have access to coordinated multi disciplinary teams for community health, who can wrap round support in a timely way with fewer handoffs

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** Improvements may take time to develop during the life of the contract. However, once in place, a much more joined up landscape of provision will be achieved, ensuring support is easier to navigate and more timely.

## Action plan to address and monitor adverse impacts

**Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?:** No

## Details of person completing the form

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date EqIA completed:** 10/05/2021

**Name of person completing the EqIA:** Matthew Barnett

**Email address of person completing the EqIA:** Matthew.Barnett@essex.gov.uk

**Your function:** Adult Social Care

**Your service area:** Commissioning

**Your team:** Older People

**Are you submitting this EqIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** [Maira.McGrath@essex.gov.uk](mailto:Maira.McGrath@essex.gov.uk)