

Your reference number is ECIA576879473.

Thank you for submitting Equalities Comprehensive Impact Assessment v3 - Head of service review

Title of policy / decision: Working Age and Older Adults Care and Support Provision Uplifts

Policy / decision type: Cabinet Decision

Overview of policy / decision: The proposals in the paper set out uplifts for care providers that operate supported living, older persons residential and nursing care, extra care settings, and for those that work with working age adults with disabilities and mental health support needs. It puts forward proposed approaches for the Integrated Residential and Nursing (IRN) framework opening and amending the exceptional needs payment process where appropriate to help drive market sustainability alongside uplifts. This paper addresses parts of the care market that were not covered by the November 2023 Cabinet decision on the Council's Live at Home (LAH) framework.

What outcome(s) are you hoping to achieve?: the common theme underpinning all recommendations is alignment to our Market Shaping Strategy and Cost of Care models, taking into account the unique and varied position of each market sector. Ultimately this means good value sustainable supply of care services which are of a good standard.

Executive Director responsible for policy / decision: Nick Presmeg (Adult Social Care)

Cabinet Member responsible for policy / decision: Cllr John Spence (Health, Adult Social Care and ICS Integration)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: Via our contractual reports and via the regular reports that are generated and discussed at ASC boards like PRM, Ops Board and ALT.

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

If the policy / decision affects employees, summarise below and include potential impacts on identified groups later in the form: It will support workforce retention via uplifting the rates paid to suppliers; care suppliers will then be able to increase pay for care workers.

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Health: Promoting independence, Carers

What geographical areas of Essex will the policy / decision affect?: All Essex

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

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Data sources include placement volumes in services and numbers waiting for sourcing of care. We have also undertaken dialogue with suppliers themselves and the local trade body, the Essex Care Association. As part of this we have triangulated our insight about what the uplift approach can help us to achieve.

What actions have already been taken to mitigate any negative impacts?: no negative impacts

How could you strengthen any positive impact(s)?: Further investment may amplify positives. However, ECC needs to work within agreed budget envelope.

Nature of impact: None

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: We know from our data sources that care workers are amongst the low paid and are more likely to reside in areas where lower rates of pay are more typical. Uplifts being proposed will facilitate pay increases which help keep pace with inflationary pressure.

What actions have already been taken to mitigate any negative impacts?: no negative impacts

How could you strengthen any positive impact(s)?: Further funding may allow for larger uplifts. However the Council needs to work within the agreed budget envelope

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: We know from our placement data, lived experience work and dialogue with front-line practitioners that provision included in the decision often supports carers, those with complex needs and is staffed by people on low wages. By supporting sustainable supply and increasing rates, we are enabling suppliers to continue offering support and to pay staff appropriately. In addition, the decision proposed including a further tier to the additional needs payment in care homes. This reflects our analysis on complex needs and market engagement which informs us that the new payment tier will help support placements of complex cases.

What actions have already been taken to mitigate any negative impacts?: no negative impacts

How could you strengthen any positive impact(s)?: Further funding to increase uplifts may increase positives. However, ECC is required to work within the budget envelope available.

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: We know from our market analysis and placement data, including figures on areas which have had supply waits, that rural areas can be challenging. Uplifting rates will help sustain supply in these areas. Likewise, care workers often have low wages and the uplifts support mitigation of inflationary pressures.

What actions have already been taken to mitigate any negative impacts?: No negative impacts

How could you strengthen any positive impact(s)?: Further funding to increase uplifts may increase positives. However, ECC is required to work within the budget envelope available.

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: No indications from our data sets on the impact on family groups as described.

What actions have already been taken to mitigate any negative impacts?: no negative impacts

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: No impacts indicated via our data sets

What actions have already been taken to mitigate any negative impacts?: no negative impacts

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: Yes

The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact: While care homes and some day services are building based, the decision does not involve expansion in the use of energy. In future procurement decisions, we will have the opportunity to drive forward improvements in climate impact

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes

travel needs / requirements of both service users and staff (including staff you're planning to recruit): Yes

Where are staff or service users coming from and how are they travelling?: Staff may be coming from home to places of work including the homes of people receiving their support. Service users may travel to buildings based provision - the main example is day services. This travel is typically by car or public transport.

If car travel is unavoidable, are you specifying electric cars and vehicles?: No

What is your transition plan to introduce electric vehicles?: This will be considered as part of future procurements in market sectors where this is relevant.

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

Rationale for assessment, including data used to assess the impact: The decision relates to price and sustaining good quality supply. We do not anticipate further climate impacts as a result of this.

What actions have already been taken to mitigate any negative impacts?: none identified

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

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 ECIA completed: 12/01/2024

Name of person completing the ECIA: Matthew Barnett

Email address of person completing the ECIA: matthew.barnett@essex.gov.uk

Your function: Adult Social Care

Your service area: Commissioning

Your team: Older Peoples Commissioning

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

Email address of Head of Service: moira.mcgrath@essex.gov.uk

Do you approve this ECIA or wish to send it back to the originator?: Approve