

Equality Impact Assessment - head of service review

Reference: EQIA400179374

Submitted: 17 February 2022 15:53 PM

Executive summary

Title of policy or decision: Uplift Proposals for Adults with Disabilities (AWD)/Mental Health (MH) Residential, Supported to Independence and Intensive Enablement, and Extra Care

Describe the main aims, objectives and purpose of the policy (or decision): The decision relates to an increase in the fees paid to our provider market across AWD residential services, mental health accommodation services, and Extra Care services for older people. The increase proposed is in line with the expected impacts of the National Living Wage and general inflation as measured through the CPI.

What outcome(s) are you hoping to achieve?: Strong, Inclusive and Sustainable Economy, Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Enable inclusive economic growth: Good jobs, Future growth and investment, Levelling up the economy

Which strategic priorities does this support? - Help create great places to grow up, live and work: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

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 EqlA relates: FP/297/02/22

Please upload any documents which relate to this EqlA, for example decision documents: FP/297/02/22

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 impacts of this decision are only foreseen to be positive at this time, and the increased fees awarded to our provider market will enable higher wages to be paid to employees in Essex, higher quality services to be delivered to adults within care services, and a more sustainable market.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

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?: All Essex

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: It is not foreseen that there will be any negative impacts.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Increased fees resulting in greater market sustainability and higher quality services to adults.

Extent of impact: High

Please provide more details about the extent of impact: Sustainability in the care being delivered and higher quality will provide a high impact to adults in receipt of care and the quality of their lives should be improved.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: Increased fees resulting in greater market sustainability and higher quality services to adults.

Extent of impact: High

Please provide more details about the extent of impact: Sustainability in the care being delivered and higher quality will provide a high impact to adults in receipt of care and the quality of their lives should be improved.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: Increased fees resulting in greater market sustainability and higher quality services to adults.

Extent of impact: High

Please provide more details about the extent of impact: Sustainability in the care being delivered and higher quality will provide a high impact to adults in receipt of care and the quality of their lives should be improved.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Increased fees resulting in greater market sustainability and higher quality services to adults.

Extent of impact: High

Please provide more details about the extent of impact: Sustainability in the care being delivered and higher quality will provide a high impact to adults in receipt of care and the quality of their lives should be improved.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Increased fees resulting in greater market sustainability and higher quality services to adults.

Extent of impact: High

Please provide more details about the extent of impact: Sustainability in the care being delivered and higher quality will provide a high impact to adults in receipt of care and the quality of their lives should be improved.

Action plan to address and monitor adverse impacts

Does your EqlA 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 EqlA completed: 17/02/2022

Name of person completing the EqlA: Nick Green

Email address of person completing the EqlA: Nick.Green@essex.gov.uk

Your function: Finance and Technology

Your service area: Procurement Services

Your team: AWD, Mental Health, Public Health, Children and Families

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

Email address of Head of Service: steve.ede@essex.gov.uk