

Equality Impact Assessment - head of service review

Reference: EQIA395789730

Submitted: 25 January 2022 08:50 AM

Executive summary

Title of policy or decision: Award of care and support contract at Rosebank Park and Beaumont House

Describe the main aims, objectives and purpose of the policy (or decision): Everyone's Essex sets out the strategic aim of health, wellbeing and independence for all ages. Within that aim is a commitment to helping individuals to live free from abuse and neglect and enabling independence through access to suitable accommodation and enabling an effective care market and strong domiciliary support.

One way to support this aim is through Extra Care Housing schemes. Extra Care Housing schemes are for Adults who want to live in their own home with the peace of mind of onsite care and support 24 hours a day, 7 days a week, if they need it.

Extra Care schemes are for people who would benefit from a home environment with 24-hour onsite care and support that enables their continued independence. It means living in a safe property, with self-contained apartments in a well-maintained scheme in the heart of the community that is purpose built and tailored to the needs of the residents. Extra care schemes are a relatively small but important part of a wider accommodation pathway of care, support and housing solutions, enabling people to live as independently as possible, playing full and active roles in their local communities.

The EDD and this EqIA relates to two such schemes, both in Tendring and will be provided by Orwell Housing Association when they take over the schemes from One Housing Group on the 1st March 2022. The two schemes are:

- Rosebank Park, a 70 unit scheme that opened in Harwich in 2017. The Council has nomination rights into all 70 units.
- Beaumont House, a 60 unit scheme that opened in Walton in 2017. The Council has nomination rights into all 60 units.

Approval is being sought for the direct award of the on site care and support 2+3 year contract to Orwell Housing Association from 1st March 2022 when they take over the landlord and care and support function from One Housing Group. The recommended procurement approach will ensure that both schemes are able to operate as Extra Care, that the Council is able to exercise agreed nomination rights and residents continue/are able to receive appropriate on site care and support to meet their needs.

Orwell Housing is a registered provider with experience of providing Extra Care services in Suffolk and Norfolk and have a CQC rating of 'Good'. Having the landlord as the on site care and support provider should provide a seamless service and allow for efficiencies to be gained across the schemes.

There are two components to the on site care and support provided within all Extra Care schemes:

- The provision of planned care for residents who wish to receive their personal care package through the onsite care and support provider; and
- The delivery of a 'Peace of Mind' service. This provides a 24/7 presence to respond to any unplanned care needs/emergencies. This service is available to all residents

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

Which strategic priorities does this support? - Help create great places to grow up, live and work:
Promoting independence

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: EDD - Award of care and support contract at Rosebank Park and Beaumont House

Please upload any documents which relate to this EqIA, for example decision documents: EDD - Award of care and support contract at Rosebank Park and Beaumont House

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 recommended contracting approach in the EDD paper will ensure that Rosebank Park and Beaumont House are able to operate as Extra Care schemes with a 24/7 on site care and support service provided. This means that existing residents at both schemes will continue to receive appropriate on site care and support services to meet their needs. It will also ensure that the two schemes are available for any prospective adults, who would benefit from a home environment with 24-hour on site care, to be considered for the schemes.

As part of the negotiation process we have assured ourselves of Orwell Housing Associations experience and ability of providing Extra Care.

The contractual arrangements for the provision of the on site care and support services does not tie the Council or residents into having to purchase care packages from Orwell Housing Association. Residents and the Council will be able to choose another care provider or carer to provide their planned care as required. So resident choice is not restricted in relation to who provides their care package. The provider of the Peace of Mind service will not be optional, however, and residents will have their Peace of Mind service delivered by Orwell Housing Association.

The Service specification and Performance Standards within the care and support contract will require that Orwell Housing Association, as a minimum, meets the Council's quality standards and adhere to the service delivery model for Extra Care. Ensuring high quality service provision that maximises independence and that the schemes become community assets, benefiting the wider community as well as the residents within the schemes and there is a strong ethos of social interaction and maintaining and developing relationships. There will be Key Performance Indicators and Management Information for Orwell Housing Association to report on and for the Council to monitor.

From July 2019 to December 2019, Healthwatch Essex engaged with a total of 188 people across 13 Extra Care schemes, which included Rosebank Park and Beaumont House. The aim of this engagement was to understand what is working well and what could be improved within Extra Care schemes across the County to improve the lived experience for residents and for staff working within extra care schemes. A number of recommendations were made. These recommendations ranged from; having a linked social worker associated to a scheme to help the referral process, to developing joint and consistent approaches to activities provided within schemes. These recommendations are at various stages of being implemented (the ability to take this forward in a timely way has been impacted by Covid) and are reflected in the Extra Care service specification and Landlord expectations document for the two schemes.

Through the contract award process we will ensure that Orwell Housing Association has up to date equality and diversity policies and procedures and that there is the correct training in place for staff.

The service specification makes it clear that the eligibility criteria for the service, the care and support provided and the general ethos of the scheme must be inclusive for all and that adults should not be excluded from the

service on the basis of their diagnosis or impairment. Orwell Housing Association must accept adults with a range of needs including adults living with; sensory impairments, learning disabilities, autism, dementia and mental health issues where Extra Care is deemed to be the most appropriate service to meet their need.

Orwell Housing Association must be able to provide the right care and support to meet a range of needs, so schemes provide a home for life as far as is practically possible, supporting adults as their needs change. Through the contract award process we will ensure that the service provided is on this basis and that staff have the correct training, support, access to resources, including access to 'champions' within the organisation such as equality and diversity, dementia champions as well as being able to signpost to and access specialist support from recognised organisation to be able to effectively support adults with a range of needs.

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?: 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

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Through the contract award process we will ensure that Orwell Housing Association has up to date equality and diversity policies and procedures and that there is the correct training in place for staff. This will be reflected in the minimum quality requirements set out in the contract.

Extent of impact: High

Please provide more details about the extent of impact: Orwell Housing Association must accept Adults with a range of needs including Adults living with; sensory impairments, learning disabilities, autism, dementia and mental health issues where Extra Care is deemed to be the most appropriate service to meet their need. Orwell Housing Association must be able to provide the right care and support to meet a range of needs, so schemes provide a home for life as far as is practically possible, supporting Adults as their needs change.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: Through the contract award process we will ensure that Orwell Housing Association has up to date equality and diversity policies and procedures and that there is the correct training in place for staff. This will be reflected in the minimum quality requirements set out in the contract.

Extent of impact: Medium

Please provide more details about the extent of impact: Orwell Housing Association must accept Adults with a range of needs including Adults living with; sensory impairments, learning disabilities, autism, dementia and mental health issues where Extra Care is deemed to be the most appropriate service to meet their need. Orwell Housing Association must be able to provide the right care and support to meet a range of needs, so schemes provide a home for life as far as is practically possible, supporting Adults as their needs change

Disability - mental health issues

Nature of impact: Positive

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Extent of impact: Medium

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Disability - physical impairment

Nature of impact: Positive

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Extent of impact: Medium

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Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Through the contract award process we will ensure that Orwell Housing Association has up to date equality and diversity policies and procedures and that there is the correct training in place for staff. This will be reflected in the minimum quality requirements set out in the contract.

Extent of impact: Medium

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provide a home for life as far as is practically possible, supporting Adults as their needs change.

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: 25/01/2022

Name of person completing the EqIA: Jo Grainger

Email address of person completing the EqIA: Jo.Grainger@essex.gov.uk

Your function: Adult Social Care

Your service area: Adults Commissioning

Your team: Older People Commissioning Team

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

Email address of Head of Service: matthew.barnett@essex.gov.uk