

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA433697259

Submitted: 13 July 2022 10:18 AM

Executive summary

Title of policy / decision: Adult Social Care Workforce and Testing Claims Subsidy Scheme

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: Essex County Council have been working to financially support providers to deliver care to adults receiving residential or community care across Essex. Providers that meet the criteria will be able to use the Workforce and Testing Subsidy Scheme to support the retention of staff to deliver services and testing.

What outcome(s) are you hoping to achieve?: providers will be able use the Workforce and Testing Subsidy Scheme to claim the following expenses for a period of six months from 1st April 2022 until the end of September 2022:

- staff sickness, Lieu of Annual Leave or retention bonus
- Associated costs for covering an employee who is sick
- Incentives for existing staff to take on additional hours or flexible working patterns
- Training of new recruited carers
- Testing for residential providers

The intention of this scheme is to ensure providers are able to deliver services to adults with commissioned services in the community or who are in residential care setting.

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

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

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?: The intention of this scheme is to ensure providers are financially supported when their workforce is sick, or are able to work additional hours to meet demands of the business.

Will this policy / decision impact on:

Service users: No

Employees: No

Wider community or groups of people: No

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

Which strategic priorities does this support? - Health: Healthy lifestyles

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

Digital accessibility

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

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This scheme links into our providers who deliver services and their carers. This scheme has no direct impact on our adults, however there is ultimately a positive impact for adults receiving services as this grants ensures providers are able to pay their workforce if they are sick and to be able to pay for agency staff to cover ensuring the adult receives care.

What actions have already been taken to mitigate any negative impacts: n/a

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: N/A

What actions have already been taken to mitigate any negative impacts: N/A

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: N/A

What actions have already been taken to mitigate any negative impacts: N/A

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: N/A

What actions have already been taken to mitigate any negative impacts: N/A

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: N/A

What actions have already been taken to mitigate any negative impacts: N/A

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

Action plan to address and monitor adverse impacts

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

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 ECIA completed: 13/07/2022

Name of person completing the ECIA: Lucy Johnson

Email address of person completing the ECIA: Lucy.Johnson@essex.gov.uk

Your function: Finance and Technology

Your service area: Procurement

Your team: Procurement - People

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

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