

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA439731237

Submitted: 09 September 2022 15:28 PM

Executive summary

Title of policy / decision: Fair Cost of Care Support Fund

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: Central Government have issues additional funding of £4 Million as part of the implementation of the Care Act to Local Authorities to deliver the Fair cost of care exercise. This funding is to support the Council to deliver the Cost of Care exercise for domiciliary and older people residential care, alongside a market sustainability plan that provides insight in how Essex County Council are planning to shape the market as a result of the social care reforms.

£115,000 of the funding will be used to provide administrative and consultative support to our market on delivering the Cost of Care Exercise.

£3.89 Million will be spend in our domiciliary market. Our commissioning intentions are to support our strategic providers on the Live at Home Framework. The funding will also ensure that existing domiciliary packages are uplifted to a new minimum rate of £20.60 per hour which will support our market to be sustainable.

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

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?: Adult Social Care will use our financial and social care systems to manage oversight of packages of care and the relevant increases in price.

The business will continue to monitor capacity, demand and performance of the service. It is expected that by providing a financial increase to our market it will provide additional stability to our providers who are facing financial and demand pressures.

Will this policy / decision impact on:

Service users: Yes

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: It is hoped that this will have a positive impact on adults with a managed services receiving domiciliary care services as our Live at Home Framework Providers provide care to adults who require support within the home.

Over the last 12 months we have seen a huge increase in demand for care in domiciliary services, we have also seen a huge increase in inflation and fuel prices and existing framework prices on our framework do not meet our existing cost of care rate. The cost of care hourly rate is the rate businesses can afford to deliver their services. Therefore this financial support will provide additional financial security to deliver services to our adults that require domiciliary care at home.

What actions have already been taken to mitigate any negative impacts: This does not have a negative impact on any Equality Groups other than Adults receiving existing services in from our Live at Home framework. The live at home framework does not exclude any groups. If the adult meets the criteria for domiciliary care, the adult will continue to receive care.

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: The decision being made does not link to a specific location. It is linked to packages of care that have been picked up by the Live at Home Framework Providers across Essex.

What actions have already been taken to mitigate any negative impacts: Not required.

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: This does not impact any specific group. It only impacts adults receiving domiciliary care on the Live at Home Framework.

What actions have already been taken to mitigate any negative impacts: Not required.

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: This does not impact any specific area or group. It impacts adults receiving care through the Live at Home Framework.

What actions have already been taken to mitigate any negative impacts: not required.

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: This does not impact any specific family groups.

What actions have already been taken to mitigate any negative impacts: Not required.

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?: Yes

What are the mitigating actions?: The decision will support providers delivering services to adults receiving domiciliary care services. This will have a positive impact on the adults receiving the services as additional financial stability will secure existing provision.

This will be reviewed through existing adult social care and procurement contract management oversight.

Date they will be achieved: 01/04/2022

Which characteristics do these mitigating actions apply to?: Disability - physical impairment

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: 09/09/2022

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

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