

Equality Impact Assessment

Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - gender and sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published at:
<http://cmis.essexcc.gov.uk/essexcmis5/Home.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:
Shammi Jalota shammi.jalota@essex.gov.uk
Head of Equality and Diversity
Corporate Law & Assurance
Tel 0330 134592 or 07740 901114

Section 1: Identifying details

Your function, service area and team: People Commissioning

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Independent Living Programme

Officer completing the EqlA: Chris Twigg Tel: 07775 510641 Email: chris.twigg2@essex.gov.uk

Date of completing the assessment: 1st October 2015

Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? Yes
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): This decision is for the approval for £298,786 from the Transformation Reserve to fund Independent Living Programme resources for the period September 2015 to March 2016 to:</p> <ul style="list-style-type: none">- lead an OJEU procurement of a Developer/Provider Framework;- lead and deliver a change programme that alters how Older People pay for their care (shifting to predominantly Direct Payments) and how social workers advise Older People of their care and support options;- lead a targeted marketing and communications campaign related to Independent Living;- manage scheme procurement and monitor scheme construction delivery;- administer an increased volume of grant applications and Full Business Cases for schemes;- overall programme monitoring, coordination and controls. <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? We are not looking to decommission a service but are looking to increase the number of schemes which will enable Older People to live more independent lives. A shift to predominantly Direct Payments will also</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>Yes. The policy regarding how Older People pay for their care with affect service users and employees.</p>

	<p>Will the policy or decision influence how organisations operate?</p> <p>Yes</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The Independent Living Programme will contribute to the following Whole Essex outcomes of; People in Essex enjoy good health and People in Essex can live independently and exercise control over their lives:</p> <p>a) It will spend taxpayers' money wisely by minimising the need for on-going and more costly support care services through increased independence and independent living.</p> <p>b) It will reduce dependency on services by minimising the need for on-going support care services through increased independence and independent living.</p> <p>The programme also makes a direct contribution to delivering all of the following objectives from the January 2014 Corporate Outcomes Framework:</p> <ul style="list-style-type: none"> - Decrease use of residential care (numbers and spend); - Decrease the number of people who move directly into residential care following a hospital admission; - Increase the proportion of people living in their own home; - Increase the number of people who are appropriately supported to regain their independence following a hospital admission; - Increase the number of social service users in receipt of a Personal Budget, including Direct Payments; - Change the pattern of expenditure, increasing spend on Personal Budgets, including Direct Payments; - Manage demand for social care better, diverting where possible away from formal care to other community based resources; - More older people are able to continue to access informal care and support within their local communities; - Decrease hospital admissions; - Increase in the number of people who die in their usual place of residence; - Increase in the number of people who feel involved in planning end of life care; - Decrease in the number of people who have end of life care in hospital.

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p>There are currently around 5,000 individuals aged 55+ on the social care register who have a care need between 4 – 16 hours per week (a qualifying criteria for Independent Living). Around 1000 of these individuals have been assessed to be inappropriately placed into residential care due to a shortage of Independent Living accommodation across the county. At this stage a target of 2,500 independent living units has been set; this will be subject to refinement as the programme progresses and prevalence rates become apparent.</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>The service user groups likely to be effected were consulted in a survey managed by ECC Involvement and Engagement over June/July 2015. Broadly, their views were that the concept of independent living is interesting, many would consider living there but more information is required to enable making an informed choice. The groups were not specifically asked about changing they way they pay for their services. The views expressed have resulted in the Independent Living programme prioritising a workstream covering Communications and Marketing where there will be further involvement of the groups effected over the coming months.</p> <p>Other stakeholders who will be affected (service providers) have been asked via two market testing activities whether they are open to operating in a way that enables more service users to pay through Direct Payments. Their views were in support of increasing the number of service users with Direct Payments.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>N/A</p>

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
 with links to JSNA and 2011 Census.

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<p>Positive - the Independent Living Programme will increase the amount of choice available to older people that have care needs and will also give them more control over how they access services.</p> <p>Neutral - Direct Payments will be the service providers' preferred way of contracting with and receiving payment from service users rather than ECC having block contracts with service providers and managing all payments. Service users therefore have more choice and control but also more responsibility in managing their own care.</p>	M
Disability	<p>Positive - the Independent Living Programme will increase the amount of choice available to older people with disabilities that have care needs and will also give them more control over how they access services.</p> <p>Neutral - Direct Payments will be the service providers' preferred way of contracting with and receiving payment from service users rather than ECC having block contracts with service providers and managing all payments. Service users therefore have more choice and control but also more responsibility in managing their own care.</p>	M
Gender	Neutral - the Independent Living Programme will increase the amount of choice available to older people that have care needs of both genders	



Gender reassignment	Neutral - the Independent Living Programme will increase the amount of choice available to older people	L
Marriage/civil partnership	Neutral - the Independent Living Programme will increase the amount of choice available to older people irrespective of relationship status	L
Pregnancy/maternity	N/A	
Race	Neutral - the Independent Living Programme will increase the amount of choice available to older people irrespective of race	L
Religion/belief	Neutral - the Independent Living Programme will increase the amount of choice available to older people irrespective of religion or belief	L
Sexual orientation	Neutral - the Independent Living Programme will increase the amount of choice available to older people irrespective of sexual orientation	L
Cross-cutting themes		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	Neutral	L
Environmental, eg housing, transport links/rural isolation	Positive - The Independent Living Programme will increase the number of housing options available to older people which will in turn lead to more family homes being released back into the market.	M

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.



Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:

Date:

Signature of person completing the EqIA: Chris Twigg

Date: 02/10/15

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

