

Equality Impact Assessment - head of service review

Reference: EQIA362358034

Submitted: 23 September 2021 18:00 PM

Executive summary

Title of policy or decision: Provider of Last Resort Arrangements 2021/22

Describe the main aims, objectives and purpose of the policy (or decision): The decision paper requests approval to enter into contracts with a number of domiciliary care agencies to support provider of last resort arrangements in response to the pandemic and subsequent care market workforce pressures

What outcome(s) are you hoping to achieve?: Help people get the best start and age well

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential, Enable more vulnerable adults to live independent of social care, Improve the health of people in Essex

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: document embedded below

Please upload any documents which relate to this EqIA, for example decision documents: document embedded below

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): Impacts have been assessed via monitoring the impact of the pandemic on the domiciliary care market, understanding who might be affected by provider issues and how we best ensure continuity of support. We have used data on 'unmet needs', utilisation of current POLR capacity and ECCs assessment of provider risk assessed by various factors including void capacity and workforce metrics like vaccination rates. We also know that where POLR is deployed it tends to be for a very short time period – it ensures someone is safe and their care needs are met whilst issues with their substantive provider are resolved.

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: No

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: The decision is being taken to ensure no negative impacts on vulnerable people as a result of supplier issues in the domiciliary market caused by Covid-19. This has been informed by analysis of data on usage of current POLR support and other sources of information such as 'unmet needs' and provider risk factors. POLR exists to ensure safe continuity of care when someones current supplier cannot deliver this

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The decision to put in place provider of last resort capacity ensures continuity of care for vulnerable people in the event of supplier issues in domiciliary care.

Extent of impact: Low

Please provide more details about the extent of impact: The end user may experience a different person delivering their care or some adjustments to details of the delivery

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: The decision to put in place provider of last resort capacity ensures continuity of care for vulnerable people in the event of supplier issues in domiciliary care.

Extent of impact: Low

Please provide more details about the extent of impact: The user may experience differences in the person delivering care

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: The decision to put in place provider of last resort capacity ensures continuity of care for vulnerable people in the event of supplier issues in domiciliary care.

Extent of impact: Low

Please provide more details about the extent of impact: The user may experience some changes to the person delivering their care

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The decision to put in place provider of last resort capacity ensures continuity of care for vulnerable people in the event of supplier issues in domiciliary care.

Extent of impact: Low

Please provide more details about the extent of impact: The user may experience some difference in who delivers their care

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The decision to put in place provider of last resort capacity ensures continuity of care for vulnerable people in the event of supplier issues in domiciliary care.

Extent of impact: Low

Please provide more details about the extent of impact: The user may experience some difference in who delivers their care

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: 23/09/2021

Name of person completing the EqlA: Matthew Barnett

Email address of person completing the EqlA: Matthew.Barnett@essex.gov.uk

Your function: Adult Social Care

Your service area: Commissioning

Your team: Older People

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

Email address of Head of Service: moira.mcgrath@essex.gov.uk