

## Equality Impact Assessment - head of service review

Reference: EQIA402918655

Submitted: 07 March 2022 08:35 AM

### Executive summary

**Title of policy or decision:** Procurement of Additional Reablement and Bridging Services Capacity

**Describe the main aims, objectives and purpose of the policy (or decision):** The purpose of this report is to secure additional Reablement capacity to replace the current in Lieu of Reablement (ILOR) Services (across the county). The contracts are due to expire in June 2022. To agree the future of "Bridging Services" and go to open market tender for services in North East and West Essex. This will further embed system redesign work from the Connect Programme, secure necessary capacity to ensure people can access services which promote their independence and create the necessary space in which more integrated services can be designed with NHS partners.

This will ensure workforce capacity and system support for the next two years whilst we work as an integrated system with providers to redesign the future of intermediate care

**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:** Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

**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:** FP/327/03/22

**Please upload any documents which relate to this EqIA, for example decision documents:** FP/327/03/22

### 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):** This will not result in a disproportionately adverse impact on any people with a particular characteristic. The service is for anyone over the age of 18 but we would expect the majority of service users to be over the age of 65 but this service is inclusive, regardless, of physical disability or mental capacity and is free for everybody up to 6 weeks.

This service will be delivered at a locality level, ensuring that people have access to a consistent, high quality service, regardless of their circumstance, location or level of need.

**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?:** All Essex

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** Yes

**Is this policy or decision associated with any of the Council's other policies?:** Yes

**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, Gender / sex, Gender reassignment, Marriage / civil partnership, Pregnancy / maternity, Race, Religion / belief, Sexual orientation

**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:** This service is free and accessible for anyone over the age of 18 but we would expect the majority of service users to be over the age of 65 but this service is inclusive, regardless, of physical disability or mental capacity and is free for everybody up to 6 weeks.

This service will be delivered at a locality level, ensuring that people have access to a consistent, high quality service, regardless of their circumstance, location or level of need.

## Age

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Disability - mental health issues

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Disability - physical impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Disability - sensory impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** To improve the experience of people in the intermediate care system ensuring that they have the right outcome, for them, at the right time

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Gender / sex

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** this will affect all service users, regardless of gender

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Gender reassignment

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** This will affect all service users, regardless of gender

**Extent of impact:** This will affect all service users, regardless of gender

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Marriage / civil partnership

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** this will affect all service users, regardless of marital status

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Pregnancy / maternity

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** This will affect all service users, regardless of pregnancy

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Race

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** This will affect all service users, regardless of race

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Religion / belief

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** This will affect all service users, regardless of religion or belief

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## Sexual orientation

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** This will affect all service users, regardless of sexual orientation

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The purpose is to look for opportunities to improve outcomes in the intermediate care pathway whilst ensuring there is sufficient capacity in the system to support people in their own homes

## **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:** 07/03/2022

**Name of person completing the EqlA:** Kim Langridge

**Email address of person completing the EqlA:** kim.langridge@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:** matthew.barnett@essex.gov.uk