Equalities Comprehensive Impact Assessment

Executive Summary

Title of policy/decision
Enter the title as it appears on the decision paperwork

Essex Cares Limited – West Sussex County Council's Community Reablement Contract New 16 Month Contract

Date
Enter date submitted to Equalities & Partnerships Team

23.11.23

Policy/decision type

Cabinet Member Action (CMA)

Overview of policy/decision
Summarise here the purpose and aims of the policy / decision (e.g. the proposed issue or change that you are equality impact assessing). Provide brief relevant contextual information, e.g. if the decision is to create a new service, describe the aims of the service and why it is being proposed; Or, similarly, if the proposal is to cease a service or buy a product, explain why this is.

Approval for ECL to enter into a 16 month contract with West Sussex County Council to provide a Community Reablement Service. This is a matter reserved to the Shareholder.

What outcomes is the policy/decision hoping to achieve
Describe what difference the decision will make on people, communities, localities.

West Sussex is a strategically important location for ECL as it provides an opportunity for shared learning on reablement and spreading overheads across more income streams to improve value for money for ECC and the residents of Essex.

Executive Director responsible for policy/decision

Peter Fairley, Managing Director

Cabinet Member responsible for policy/decision

Cllr Kevin Bentley (Leader of the Council)

Is this a new policy/decision or a change to an existing one?

This is a new decision.

How will the impact of the policy/decision be monitored and evaluated?
Factors to consider include the systems set up to monitor any resulting Impact; timetable for action; how the findings will influence policy, practice and delivery.

The contract includes Key Performance Indictors.

Will this policy/decision impact on:	Yes	No
Service Users	X	
Employees	X	
Wider community or groups of users		X

What strategic priorities will this policy/decision support?
Delete as applicable

Health, well-being and independence for all ages

What geographical areas of Essex will the policy/decision affect?
Tick as appropriate

All Essex	X	Epping Forest	
Basildon		Harlow	
Braintree		Maldon	
Brentwood		Rochford	
Castle Point		Tendring	
Chelmsford		Uttlesford	
Colchester			

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Equalities - Groups With Protected Characteristics
For more information on protected characteristics https://www.equalityhumanrights.com/en/equality-act/protected-characteristics

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Characteristic	Positive	Negative	None
Age	X		
Disability (including learning disability, mental health issues, physical impairment and sensory impairment)	X		
Gender reassignment			X
Marriage / Civil Partnership			X
Pregnancy / maternity			X
Race			X
Religion / belief			X
Sex			X
Sexual orientation			X

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A for that characteristic.

Characteristic	High	Medium	Low	N/A
Age	X			
Disability (including learning disability, mental health issues, physical impairment and sensory impairment)	X			
Gender reassignment				X
Marriage / Civil Partnership				X
Pregnancy / maternity				X
Race				X
Religion / belief				X
Sex				X
Sexual orientation				X

Rationale for assessment, including data used to assess the impact
Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you?

N/A

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales
If any negative impacts have been identified, it is important to outline the steps that been have put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?
For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

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Levelling Up - Priority Areas & Cohorts

For more information on Levelling Up Plans and strategies click here.

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Cohort / Area	Positive	Negative	None
Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)			X
Children on Free School Meals			X
Working families			X
Young adults (16-25 who have not been in education, training or employment for around 6-12 months			X
Harlow			X
Jaywick and Clacton			X
Harwich			X
Basildon (Town) housing estates			X
Canvey Island			X
Colchester (Town) - Housing Estates			X
Rural North of the Braintree District			X

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
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- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Cohort / Area	High	Medium	Low	N/A
Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)				X
Children on Free School Meals				X
Working families				X
Young adults (16-25 who have not been in education, training or employment for around 6-12 months				X
Harlow				X
Jaywick and Clacton				X
Harwich				X
Basildon (Town) housing estates				X
Canvey Island				X
Colchester (Town) - Housing Estates				X
Rural North of the Braintree District				X

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will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.
N/A
What actions have already been taken to mitigate any negative impacts? *For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.*
N/A

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Equalities - Inclusion Health Groups and Other Priority Groups

For more information on health inequalities and health inclusion groups
https://www.england.nhs.uk/ltphimenu/definitions-for-health-inequalities/

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Group	Positive	Negative	None
Refugees / asylum seekers			X
Homeless / rough sleepers			X
Offenders / ex-offenders			X
Carers			X
Looked after children			X
Veterans			X
People who are unemployed / economically inactive			X
People on low income			X

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
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- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A
Refugees / asylum seekers				X
Homeless / rough sleepers				X
Offenders / ex-offenders				X
Carers				X
Looked after children				X
Veterans				X
People who are unemployed / economically inactive				X
People on low income				X

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Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you?

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N/A

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

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Equalities - Geographical Groups

Deprivation: The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation in England and is part of a suite of outputs that form the Indices of Deprivation (IoD). It follows an established methodological framework in broadly defining deprivation to encompass a wide range of an individual's living conditions. People may be considered to be living in poverty if they lack the financial resources to meet their needs, whereas people can be regarded as deprived if they lack any kind of resources, not just income. Across Essex an estimated 123,640 residents live in the most deprived quintile (20%) nationally, equivalent to 8.6% of the total population. https://data.essex.gov.uk/dataset/2w89n/indices-of-multiple-deprivation-imd-2019-full-report

Rural/Urban: The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village or hamlet, and dispersed. https://www.gov.uk/government/statistics/the-rural-urban-definition

Coastal: ONS provides the following definition: Seaside towns are those with a tourist beach and associated visitor attractions while the other coastal towns include those focused on other activities such as being a port town or industrial town. For further information https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsinenglandandwales https://data.essex.gov.uk/dataset/e1kmd/essex-economic-commission-dealing-with-challenges-of-coastal-communities-in-greater-essex

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Group	Positive	Negative	None
People living in areas of high deprivation			X
People living in rural or isolated areas			X
People living in coastal areas			X
People living in urban or over-populated areas			X

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If not impact identified above, select N/A.

Group	High	Medium	Low	N/A
People living in areas of high deprivation				X
People living in rural or isolated areas				X
People living in coastal areas				X
People living in urban or over-populated areas				X

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you? Ensure that reference is made to each protected characteristic [link to data repository]

N/A

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales

If any negative impacts have been identified, it is important to outline the steps that been have put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

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What actions have already been taken to mitigate any negative impacts?   *For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.*
N/A

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Families

Nature of impact

Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Group	Positive	Negative	None
Family formation (e.g. becoming or living as a couple, the ability to live with or apart from children)			X
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)			X
Family members' ability to play a full role in family life (e.g. fulfilling parenting and other caring responsibilities)			X
Families before, during and after couple separation			X
Families most at risk of deterioration of relationship quality and breakdown			X

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A
Family formation (e.g. becoming or living as a couple, the ability to live with or apart from children)				X
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)				X
Family members' ability to play a full role in family life (e.g. fulfilling parenting and other caring responsibilities)				X
Families before, during and after couple separation				X
Families most at risk of deterioration of relationship quality and breakdown				X

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you?

N/A

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N/A

What actions have already been taken to mitigate any negative impacts?

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N/A

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Digital Accessibility
Accessibility regulations mean public sector organisations have a legal duty to make sure their websites and mobile applications meet accessibility requirements. Further guidance can be found in the council's   *Digital Accessibility Policy*
Is the new or revised policy / decision linked to a digital service (website, system or application)?   *Delete as applicable*
No
(If yes) What steps have you taken to meet the accessibility requirements?   *Outline the specific actions taken to meet the digital accessibility requirements – for further information visit https://accessibility.campaign.gov.uk/ or contact accessibility@essex.gov.uk*
(If yes) How have you tested accessibility?   *Outline the actions taken to test accessibility.*
(If yes) How will you monitor and maintain accessibility once it has gone live   *Outline how accessibility will be monitored and maintained*

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Climate

For more information on Energy, Climate and the Environment visit
https://www.essex.gov.uk/topic/energy-climate-environment

Does your decision/policy involve elements connected to the built environment / energy?
Delete as applicable

No

(If yes) Do you know what products, materials, and qualified built environment professionals you will be using?

	Yes	No	N/A
Are you maximising the opportunity to source materials locally and maximise use of sustainable materials such as wood?			
Are you using a qualified architect/design team/consultant with the experience and capability to design and secure planning permission to deliver to the highest carbon zero building standards?			
Are you clear that the builder, sub-contractor is qualified and capable of delivering climate resilient buildings (noting risks including subsidence, flooding, overheating), to the highest net zero carbon build quality?			

(If yes) Is your proposed development / building using the best practice guidance and advice on design quality, climate change and health?
Addressing the building quality, including addressing climate change requirements not only reduces future retrofit costs, it will also reduce the operational running costs of your school, homes or business and will directly reduce the impact on fuel poverty.

	Yes	No	N/A
Are you using the design quality and advice provided by the Essex Design Guide?			
Are you using the Climate Change guidance and advice provide by the Essex Design Guide?			
Are you providing a policy compliant development which accords with the District Local Plan policies?			
Are using the Health and Wellbeing guidance provided by the Essex Design Guide?			
Have you provided a costed net zero option for consideration?			

(If yes) Is your proposed development/ building as efficient as possible?

	Yes	No	N/A
Is the Energy performance Certificate (EPC) rating of the achieving and EPC A+ or net zero carbon standard?			
Have opportunities to reduce energy use through the use of smart digital systems been considered?			
Does your development by design avoid the need for air conditioning?			
Does your new development have water efficiency measures in place?			

(If yes) Do you know where your energy is coming from and how much of it comes from renewable sources?

	Yes	No	N/A
Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?			
Is your new or extended development using a renewable heat source i.e., district heating or a form of heat pump?			

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(If yes) Is your development resilient to climate risks including flooding, overheating and subsidence?			
	Yes	**No**	**N/A**
Is your site at risk of coastal erosion? Is there a plan in place to protect the coastline: if the coastline is being allowed to erode, this may impact the lifetime of your site?			
Have you reviewed environment agency to ascertain your flood risk? Do you need to put in place mitigation such as sustainable drainage?			
Water is scarce and needs to be absorbed into the land wherever possible. Are you prioritising nature based flood risk mitigations such as sustainable drainage, water butts, planting and ponds which protect against water scarcity?			
Are you using external planting, green walls and green roofs to insulate the building and provide shading to cut risks of overheating?			
(If yes) Is your development supporting active travel and minimising pollution?			
	Yes	**No**	**N/A**
Does your site allow connection to key public transport and active travel routes?			
Are you using Green Infrastructure to interrupt the pathway of carborne pollutants to the public e.g. use of hedges, shrubs and trees?			
Have you provided space for secure cycle parking, showering, cycle and walking pathways on site etc?			
Does the building have adequate space for recycling and waste separation?			

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? _Delete as applicable_
No
(If yes) Where are staff coming from and how are they travelling? _Using local staff to reduce travel needs, use of sustainable modes of travel to get to site. Where car journeys are essential, can staff be incentivised to car share?_
(If yes) Are you specifying electric cars? _Delete as applicable_
Yes / No
(If yes) Are you specifying transition to low emission vehicles for heavier vehicles as these become available? _Delete as applicable_
Yes / No
(If yes) Does your decision/policy involve elements connected to waste? _Delete as applicable_
Yes / No

(If yes) Do you know what products or materials you will be using and where these come from? _Materials and products all have different greenhouse gas impacts it is therefore important we consider the environmental performance when taking decisions._			
	Yes	**No**	**N/A**
Are you maximising the opportunity to source locally?			
Are you specifying goods or materials with a recycled/reused content?			

Are you able to utilise repurposed (second-hand) equipment when delivering this decision?			
Are the materials being used easy to recycle at the end of their life?			
Have you selected materials that minimise environmental impacts – e.g. minimising one use plastics?			
Are you purchasing in bulk to reduce the number of trips?			

(If yes) How much waste are you expecting this activity to generate? Generally the more waste produced the greater the greenhouse gas impact. It is therefore important to consider how you can avoid waste when designing services, buying goods and delivering infrastructure.

	Yes	No	N/A
Are you able to measure the amount of waste being generated and set targets to reduce?			
Can the service be operated in a digital way or redesigned to reduce the use of material resources?			
If purchasing goods, are they durable and long lasting, and can they be easily maintained and repaired?			
Are you able to share goods and service with others to reduce resource use?			
Are you avoiding over-packaged or difficult to recycle goods and single use items?			
Can you donate or sell materials and products that are no longer required?			

(If yes) Will any waste be generated by this decision?
Delete as applicable

Yes / No

(If yes) Most of our activities will generate waste so it is important that this waste is managed properly to reduce greenhouse gas emissions. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision?

(If yes) Where is waste being treated and disposed of?
Using local disposal points minimises the transportation of waste which is likely to reduce GHG emissions.

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Group	Positive	Negative	None
Built Environment / Energy			
Sustainable Transport / Travel			
Waste			

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
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If no impact identified above, select N/A.

Group	High	Medium	Low	N/A
Built Environment / Energy				
Sustainable Transport / Travel				

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Waste				

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you?

N/A

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N/A

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Sign Off

ECIA Author

Name	
Job Title	
Team	
Function *Delete as applicable*	

ECIA Approver
The ECIA approver needs to be a different person to the CIA author, ideally someone in a more senior position

Name	Claire Shuter
Job Title	Director of Corporate Development
Team	ECL
Function *Delete as applicable*	ECL