

## Equality Impact Assessment - head of service review

Reference: EQIA390314400

Submitted: 11 January 2022 10:41 AM

### Executive summary

**Title of policy or decision:** AWD Complex Residential Framework

**Describe the main aims, objectives and purpose of the policy (or decision):** A framework for providers of residential care for adults with complex care and support needs and behaviours the challenge. It will support a unified level of quality for care and support through a new service specification that all providers entering the framework will agree to as well as bidder questions to enter the framework. It will also help regulate costs with providers setting rates for beds in their homes when entering the framework. A new assessment process for placements will support adults in receiving the correct support in the most suitable for them residential setting.

**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:**  
Promoting independence

**Is this a new policy (or decision) or a change to an existing policy, practice or project?:** a new policy (or decision)

### 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):** The framework will be designed to simplify our placement process for complex residential care and ensure that new assessments for adults with learning disabilities and/or autism are person-centered and identify the most suitable care and support for those adults. The new service specification is also person centered and modern in terms of care provisions and increasing independence and community participation for adults - who historically had less opportunities for greater independence and that participation as well as building skills and developing personal interests.

**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?:** No

**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: Disability - learning disability

**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:** All processes for entering complex residential services are based on care and support needs as well as environment and compatibility needs of those individuals - and will not negatively impact any individuals with protected characteristic. The focus of service provision is to enable adults to live more independent lives, lives meaningful to them.

## Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** Access to better quality complex residential support.

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** These service will support adults with complex care and support needs and behaviours that challenge. This service is not intended for adults with learning disabilities with lower care and support needs - those adults can benefit more from other provision such as supported living or shared lives.

## Action plan to address and monitor adverse impacts

**Does your EqIA 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 EqIA completed:** 11/01/2022

**Name of person completing the EqIA:** Anna Sielicka

**Email address of person completing the EqIA:** Anna.Sielicka@essex.gov.uk

**Your function:** Adult Social Care

**Your service area:** Commissioning

**Your team:** LD&A Commissioning

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

**Email address of Head of Service:** Jessica.Stewart@essex.gov.uk