

Equality Impact Assessment

Reference: EQIA120245254

Submitted: 23 May 2019 09:04 AM

Executive summary

Title of policy or decision: Procurement of two new Extra Care Schemes for Older People, Rocheway and Coppins Court

Describe the main aims, objectives and purpose of the policy (or decision): Under the Care Act 2014, the Council is obliged to provide care for Adults with eligible needs. One way of meeting these needs is to support the creation of Extra Care housing schemes which are owned and run by Landlords and where Adults have their own accommodation but where the Council commissions the care services.

The Cabinet report and this EqIA are in relation to a proposed procurement to select Registered Providers who will develop, manage and provide the onsite care and support service within two new Extra Care schemes, Rocheway in Rochford and Coppins Court in Clacton, to meet forecast Adult Social Care demand in the respective districts as an alternative to residential care.

Cabinet is asked to approve:

- the procurement of these two new schemes; and
- the procurement approach. The procurement of these two schemes will test the procurement approach and associated evaluation criteria prior to the procurement of an Extra Care Framework planned for early next year.

Both schemes are to be developed on cleared surplus land currently owned by ECC. The schemes have been designed by Essex Housing in line with ECC's design guide for Independent Living Schemes, which embraces the 'Rural Housing for an Aging Population: Preserving Independence' (HAPPI 4) national housing standards for Older People set by central government, and have obtained full planning permission.

The provision of the onsite Care and Support Services within the two Schemes will include:

- a) The provision of packages of planned care for Adults who wish to receive their personal care package through the onsite Care and Support Provider – in practice most Adults choose to have their care supplied in this way;
- b) The delivery of a 'Peace of Mind' service. The Peace of Mind service provides a 24/7 onsite care presence to respond to any unplanned care needs/emergencies and undertaking regulated activity as required. This service is available to all residents and is a key part of the Extra Care model and is what sets Extra Care apart from sheltered housing.

The contract for the provision of the onsite Care and Support Services does not tie ECC or Adults into having to purchase packages of personal care from the Registered Provider (or their appointed subcontractor). Adults (and ECC) have the choice and control to request another Care Provider or carer to provide the personal care as required. Adults will, however, be required to receive the Peace of Mind service from the Registered Provider (or their appointed subcontractor).

An initial five-year contract will be awarded for the provision of the onsite Care and Support Services to the appointed Registered Provider, with the ability to extend the contract in five-year increments up to a maximum term of 25 years.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well, Help create great places to grow up, live and work

Which strategic priorities does this support? - Help people get the best start and age well: Enable more vulnerable adults to live independent of social care

Which strategic priorities does this support? - Help create great places to grow up, live and work: Facilitate growing communities and new homes

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: Procurement of two new Extra Care Schemes for Older People, Rocheway and Coppins Court

Please upload any documents which relate to this EqIA, for example decision documents: Procurement of two new Extra Care Schemes for Older People, Rocheway and Coppins Court

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): Extra Care schemes supports the Council's strategic aim to 'help people get the best start and age well.' The schemes are primarily for people over the age of 55, who are in receipt of six hours or more of domiciliary home care per week and would benefit from a home environment with 24-hour onsite care and support that enables their continued independence.

These schemes also provide the following benefits:

- They help to reduce social isolation and loneliness for residents through a sense of built communities; that are tailored to the needs of older people, with level access, well-maintained environments and access to meals and social activities
- They offer a personalised service, Adults can choose who provides their personal care, either through the onsite care and support provider or another provider or carer of their choice
- They also help to reduce the risk of falls, anxiety and depression and unplanned hospital admissions
- Improves the lives and resilience of carers and families through 24-hour access to onsite care and support
- Better working environments and conditions for staff; improving recruitment and retention
- They make it easier to provide increased contact time in the care market through consolidation of care in one building and reductions in costs such as travel between home visits
- They can reduce facilities' costs for local community-based groups by providing reduced space rentals with ancillary benefits for residents who are encouraged to participate in the activities.

Rocheway and Coppins Court are two proposed new Extra Care schemes proposed to be developed in Rochford and Clacton-on-Sea respectively. There will be 60 units/apartments in each scheme. The two schemes are in areas where it is predicted that there will be high Adult Social Care demand, in line with the demand forecasting work carried out in 2018.

The procurement and development of these two schemes will ensure that there are Extra Care places available for prospective Adults as an alternative to residential care.

As part of the tender process we will assess bidder's ability, expertise and experience of developing and providing large scale Extra Care schemes and they must evidence that they are able to meet and comply with the service specification and expectations of landlord specification as well as the Independent Living Design Guide for the development and management of the scheme and the provision of the care and support service. The tender questions will cover a number of areas, including: development and construction, management and facilities, the delivery of care and the Peace of Mind service within the scheme, use of schemes as community hubs, promotion of social inclusion, innovative practice, use of technology etc.

Through the tender process we will also ensure that bidders' have up to date equality and diversity policies and

procedures and that there is the correct training in place for staff and as a minimum bidder's will be required to declare any breaches of legislation upheld by the Equality and Human Rights Commission.

The Service specification and Performance Standards within the care and support contract will require that the onsite care and support providers, as a minimum, meets the Council's quality standards and adheres to the service delivery model for Extra Care. Ensuring high quality service provision that maximises independence and that the schemes become community hubs, benefiting the wider community as well as the residents within the scheme and there is a strong ethos of social interaction and maintaining and developing relationships. There will be Key Performance Indicators and Management Information for the Provider to report on and for the Council to monitor.

The service specification and expectations of landlord specification also makes it clear that the eligibility criteria for the service, the care and support provided and the general ethos of the scheme must be inclusive for all and that Adults should not be excluded from the service on the basis of their diagnosis or impairment. The Service Providers must accept Adults with a range of needs including Adults living with; sensory impairments, learning disabilities, autism, dementia and mental health issues where Extra Care is deemed to be the most appropriate service to meet their need. The service providers must be able to provide the right care and support to meet a range of needs, so schemes provide a home for life as far as is practically possible, supporting Adults as their needs change.

Bidders responses to the relevant technical quality tender questions will ensure that the service provided is on this basis and that staff have the correct training, support, access to resources, including access to 'champions' within the organisation such equality and diversity, dementia champions as well as being able to signpost to and access specialist support from recognised organisation to be able to effectively support Adults with a range of needs.

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?: Rochford, Tendring

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank.:

Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The two schemes will ensure that there is alternative provision in place to residential care to enable Adults to maintain and maximise their independence. Through the tender process we will ensure that bidders have up to date equality and diversity policies and procedures and that there is the correct training in place for staff. This will also be reflected in the minimum quality requirements set out in the contract.

Extent of impact: High

Please provide more details about the extent of impact: Service Providers must accept Adults over the age of 55, who may have a range of needs including, but not limited to; Adults living with; sensory impairments, learning disabilities, autism, dementia and mental health issues where Extra Care is deemed to be the most appropriate service to meet their need to enable their independence. The service providers must be able to provide the right care and support to meet a range of needs, so schemes provide a home for life as far as is practically possible, supporting Adults as their needs change.

Disability - learning disability

Nature of impact: Positive

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Disability - mental health issues

Nature of impact: Positive

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Disability - physical impairment

Nature of impact: Positive

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Disability - sensory impairment

Nature of impact: Positive

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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: 23/05/2019

Name of person completing the EqIA: Jo Grainger

Email address of person completing the EqIA: Jo.Grainger@essex.gov.uk

Your function: Adult Social Care

Your service area: Adult Commissioning

Your team: Older People Commissioning Team

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

Email address of Head of Service: dale.evans@essex.gov.uk