

Equalities Comprehensive Impact Assessment v3 - originator review

Head of service review

Name of person completing the review:

Comments:

To consider comments from the ECIA Review Panel

Executive summary

Title of policy / decision:

Annual Review of the Live at Home Framework 2023/24

Policy / decision type:

Cabinet Decision

Overview of policy / decision:

The decision seeks approval to undertake the Annual Review Process of the Live at Home framework and proposes increases to the rates paid to domiciliary care providers on the framework. This will ensure that the Council pays sufficient rates to its contracted domiciliary care suppliers to help secure the necessary workforce sustainability in order to develop our longer-term strategy and drive further service improvements.

What outcome(s) are you hoping to achieve?:

A sustainable and vibrant domiciliary care market offering high quality care to the people of Essex at the point they need it.

Executive Director responsible for policy / decision:

Nick Presmeg (Adult Social Care)

Cabinet Member
responsible for policy /
decision:

John Spence (Health and Adult Social Care)

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

New policy / decision

How will the impact of
the policy / decision be
monitored and
evaluated?:

A range of metrics is used to monitor our domiciliary care market including percentages placed on our framework contract (which indicates we have the right balance of rates), amount of care being purchased from the framework, cases awaiting sourcing. These indicators are discussed regularly at function leadership team level.

Service users:

Yes

Employees:

Yes

Wider community or
groups of people:

Yes

If the policy / decision
affects employees,
summarise below and
include potential
impacts on identified
groups later in the
form:

The uplifts proposed will help our suppliers to sustain attractive terms and conditions for care workers they employ.

What strategic
priorities will this
policy / decision
support?:

Strong, Inclusive and Sustainable Economy ,
Health, Independence and Wellbeing for All
Ages

Which strategic priorities does this support? - Economy:

Good jobs

Which strategic priorities does this support? - Health:

Promoting independence

What geographical areas of Essex will the policy / decision affect?:

All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?:

No

Equalities - Groups with protected characteristics

Nature of impact:

Positive

Extent of impact:

Low

Nature of impact:

Positive

Extent of impact:

Low

Nature of impact:

Positive

Extent of impact:

Low

Nature of impact:

Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Data on demand for domiciliary care is often split by primary care group (older peoples, adults with disability, mental health, sensory). This allows us to monitor volumes of people in these groups who require support and to anticipate future growth in levels of need. By uplifting rates we are able to strengthen the resilience of our market, encourage recruitment and secure sustainable supply to meet future need.

What actions have already been taken to mitigate any negative impacts?: no negative impacts.

How could you strengthen any positive impact(s)?:

We anticipate further market shaping ambitions will be taken forward during the recommissioning of our Live-At-Home contracts in 2025, when the current framework expires.

Levelling up - Priority areas & cohorts

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact:	Positive
Extent of impact:	Low
Rationale for assessment, including data used to assess the impact:	The uplifts support market sustainability which in turn will deliver a more robust and appealing career option for young people and will also support better jobs in the sector. Also, the strengthening of the care market will better support people working in the sector with their own MH needs.
What actions have already been taken to mitigate any negative impacts?:	no negative impacts expected.
How could you strengthen any positive impact(s)?:	We anticipate the next contracting round, in 2025 when the current framework expires, will provide the opportunity to drive further improvement.

Equalities - Inclusion health groups and other priority groups

[illegible]

Nature of impact: None

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Nature of impact: Positive

Extent of impact: Low

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact:

Our data flows on presenting need and number of care hours per person, indicates that more complex cases are now being supported in their own homes. This aligns to the market shaping ambitions the Council has set. By uplifting rates, thereby showing support for our domiciliary care suppliers, we can have a positive impact on their sustainability and recruitment plans.

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

no negative impacts expected.

How could you strengthen any positive impact(s)?:

The Council expects that the next contracting round, in 2025, will bring forward additional measures to strengthen our domiciliary care market.

Equalities - Geographical Groups

Nature of impact:

None

Nature of impact:

Positive

Extent of impact:

Low

Nature of impact:

None

Nature of impact:

None

Rationale for assessment, including data used to assess the impact:

Monitoring of where our supply is lowest and where people are waiting longest for Care indicates that we need to focus on some rural and isolated areas to ensure good coverage of domiciliary care provision. Uplifting rates and reviewing our TSA (target supply areas) will help ensure the strongest response to this challenge.

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

none anticipated.

How could you strengthen any positive impact(s)?:

The Council anticipates bringing forward further proposals to strengthen the domiciliary care market in 2025, when the current framework expires.

Families

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: While the decision will support maintaining terms and conditions for care workers, it's central focus is not specifically family life.

What actions have already been taken to mitigate any negative impacts?: none anticipated.

Crime & Disorder

Nature of impact: None

Nature of impact: None

Nature of impact: None

Nature of impact: None

Rationale for assessment, including data used to assess the impact: no impacts expected.

What actions have already been taken to mitigate any negative impacts?: no negative impacts expected.

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?:

No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?:

No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit):

Yes

Where are staff or service users coming from and how are they travelling?:

Staff typically travel by car in 'rounds' visiting people receiving support in their own homes to deliver care.

If car travel is unavoidable, are you specifying electric cars and vehicles?:

No

What is your transition plan to introduce electric vehicles?:

Where possible we encourage innovation in how care rounds are delivered including e-bikes in urban areas. However, the nature of the work does rely on car use. As part of the re-contracting expected in 2025 Commissioners will explore potential ways of driving better social value, including through encouraging speedier take up of electric vehicles or green alternatives to ICE vehicles, ahead of national ambitions to switch.

Are you undertaking a procurement exercise?:	No
Does your decision / policy involve the purchase of goods or materials?:	No
Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new:	No
Built Environment / Energy:	None
Sustainable Transport / Travel:	None
Waste:	None
Rationale for assessment, including data used to assess the impact:	There is no additional impacts expected via this decision.
What actions have already been taken to mitigate any negative impacts?:	none anticipated

Action plan

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:	No
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Your details

I confirm that this has been completed based on the best information available and in following ECC guidance:

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Date ECIA completed:

25/09/2023

FAM_name:

Name of person completing the ECIA:

Matthew Barnett

FAM_mail:

Email address of person completing the ECIA:

matthew.barnett@essex.gov.uk

Your function:

Adult Social Care

Your service area:

Commissioning

Your team:

Older People

Are you submitting this ECIA on behalf of another function, service area or team?:

No

Email address of Head of Service:

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consentMessageIds