

Equalities Comprehensive Impact Assessment v2 - Head of service review

Reference: ECIA535754406

Submitted: 09 August 2023 10:03 AM

Executive summary

Title of policy / decision: Procurement of Moulsham Lodge Supported Living and Sherbrooke Supported Living Contracts

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: The current contract with the current Provider (Metropolitan Housing Trust Limited) for Moulsham Lodge Supported Living Service is coming to an end on 31st March 2024. There is no contract with a Provider for Shernbrooke Supported Living Service as this is still under construction with an anticipated completion date on February 2024. A proposal to procure and contract suitable Providers within the Supported Living Framework via a mini competition to continue and start the services provided for the adults living and will be living at Moulsham Lodge and Shernbrooke from each anticipated start date in 2024 for four years.

What outcome(s) are you hoping to achieve?: The outcome of both services will enable adults with learning disabilities, autism, physical impairments and sensory impairments living in both schemes to continue to live independently and have a meaningful life with the support from the successful contracted Providers.

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?: The contracts for both services will be monitored by the Procurement manager

Will this policy / decision impact on:

Service users: Yes

Employees: No

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Health: Promoting independence

What geographical areas of Essex will the policy / decision affect?: Chelmsford, Epping Forest

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: Positive

Extent of impact: High

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: Positive

Extent of impact: High

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: High

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Moulsham Lodge – The service will only affect the seven adults with learning disabilities, autism and physical and sensory impairments with low level

care and support needs who are already living in this placement.

Shernbroke – This service will affect eight adults with learning disabilities, autism and physical and sensory impairments with low level care and support needs that will move into this placement from when the building is ready to move into with the anticipated date of February 2024.

What actions have already been taken to mitigate any negative impacts?: Moulsham Lodge – As this is a continuation of support for the seven adults living at the scheme, a transitional/hand-over phase will be implemented should a different provider have won the bid. This will ensure the adults do not get destabilised by the change of staff. Should the current provider win the bid for the contract, there should not be any negative impact as it is a continuation of care and service.

Shernbroke – For the future adults living at this scheme, the tender questions will clarify the potential providers to answer their care and support resourcing, training and other factors that will provide support the adults. The tender evaluation will then determine which Provider will provide the suitable care for our adults.

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

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: None

Residents of Rural North of the Braintree District

Nature of impact: None

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

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

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: None

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: None

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: None

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

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

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

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

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

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

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

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

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

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

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): No

Are you undertaking a procurement exercise?: Yes

Please confirm for purchase over £100k that you have a carbon reduction plan as part of your procurement: N/A

Please list which climate TOMS (Themes, outcomes & measures) you have included in your procurement and the weighting these have been given: N/A

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

Nature of impact

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

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

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

Action plan to address and monitor adverse impacts

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

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 ECIA completed: 31/07/2023

Name of person completing the ECIA: Yusum Chau

Email address of person completing the ECIA: yusum.chau@essex.gov.uk

Your function: Adult Social Care

Your service area: Strategic Commissioning and Policy

Your team: Adults with Disabilities Team

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

Email address of Head of Service: stacey.holloway@essex.gov.uk