

# Equality Impact Assessment - head of service review

Original Submission



Original Submission

Review

## Executive summary

Title of policy or decision

Live at Home framework refresh and domiciliary care pricing

Describe the main aims, objectives and purpose of the policy (or decision)

To seek approval for a pricing refresh approach to the Live at Home framework which allows providers to select new rates and which will uplift existing packages, for both framework and 'spot' providers, by a rate of £1.44 per hour. This will help to put in place sustainable retention and recruitment approaches in the domiciliary care sector, through making more funds available to increase wage levels on an ongoing basis

What outcome(s) are you hoping to achieve? \*

Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Health \*

Promoting independence

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

FP/261/12/21 forward plan entry

Please upload any documents which relate to this EqIA, for example decision documents

## 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)

We understand the population being supported with domiciliary care both through ongoing monitoring of levels of demand and also via regular engagement with care providers. ECC also has a strong relationship with the trade body, the Essex Care Association, which informs the decision being proposed.

### Does or will the policy or decision affect:

Service users

Yes

Employees

Yes

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?

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.

Age

Disability - learning disability

Disability - mental health issues

Disability - physical impairment

Disability - sensory impairment

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

Impacts should be positive on the characteristics identified. The decision proposed an

approach to helping to sustain the domiciliary care market in Essex.

## **Age**

Nature of impact

Positive

Please provide more details about the nature of impact

The decision will support care providers to sustain their levels of care capacity through the opportunity to reprice.

Extent of impact

Low

Please provide more details about the extent of impact

There is considerable pressure in the care sector currently, with increasing demand and staff shortages. The proposals will help manage these pressures and ensure support availability for vulnerable groups.

## **Disability - learning disability**

Nature of impact

Positive

Please provide more details about the nature of impact

The decision will support care providers to sustain their levels of care capacity through the opportunity to reprice.

Extent of impact

Low

Please provide more details about the extent of impact

There is considerable pressure in the care sector currently, with increasing demand and staff shortages. The proposals will help manage these pressures and ensure support availability for vulnerable groups.

## **Disability - mental health issues**

Nature of impact

Positive

Please provide more details about the nature of impact

The decision will support care providers to sustain their levels of care capacity through the opportunity to reprice.

Extent of impact

Low

Please provide more details about the extent of impact

There is considerable pressure in the care sector currently, with increasing demand and staff shortages. The proposals will help manage these pressures and ensure support availability for vulnerable groups.

## **Disability - physical impairment**

Nature of impact

Positive

Please provide more details about the nature of impact

The decision will support care providers to sustain their levels of care capacity through the opportunity to reprice.