

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA424575894

Submitted: 24 May 2022 17:45 PM

Executive summary

Title of policy / decision: Support for Adult Social Care Supply Chain pressures caused by the rising CPI and fuel costs

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: approval to put in place measures to support the adult social care supply chain to withstand the unexpected pressures caused by rising inflation and fuel costs, which had not been foreseen in previous uplifts and budgeting. Specifically, this is an additional permanent uplift for contracted care home providers and a temporary uplift to contracted domiciliary care rates in lieu of the rising price of fuel.

What outcome(s) are you hoping to achieve?: A stable social care market with good quality support available in all areas of provision

Executive Director responsible for policy / decision: Nick Presmeg (Adult Social Care (DASS))

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 number of metrics tell us about the health of our care markets. For example, volumes waiting for sourcing, length of time waiting, care handbacks, our own risk and quality assessments of suppliers.

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?: 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

Age

Nature of impact: Positive

Extent of impact: Low

Disability - learning disability

Nature of impact: Positive

Extent of impact: Low

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Low

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Low

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: Our cost of care modelling shows the

impact of CPI and price inflation on our providers. Our expectation is that the proposals support sustainability and continuity - the decision will result in providers receiving increased payment for the same amount of delivery.

What actions have already been taken to mitigate any negative impacts: There are no negative impacts anticipated in the decision.

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: Positive

Extent of impact: Low

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

Nature of impact: None

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The uplifts may support increased pay

for some frontline staff members.

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

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: Positive

Extent of impact: Low

Working families

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: proposals may result in some increase in hourly rate for some people employed in the care industry.

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

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: no impact anticipated

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

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: none

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

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

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: 24/05/2022

Name of person completing the ECIA: Matthew Barnett

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 Commissioning

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

Email address of Head of Service: moira.mcgrath@essex.gov.uk