

Equalities Comprehensive Impact Assessment v2 - Head of service review

Reference: ECIA555089617

Submitted: 27 November 2023 11:06 AM

Executive summary

Title of policy / decision: Contract Award post Re-Opening of the Provider Framework for Residential Care for Adults with Complex Learning Disabilities and/or Autism

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: This is a re-opening of the existing Complex Residential Framework to allow new providers to join. This will increase the available list of providers and care homes that are considered when a new placement is needed for an adult with complex care needs, learning disabilities and autism.

What outcome(s) are you hoping to achieve?: New providers bringing on board new care homes for adults with learning disabilities and autism will increase choice and quality of placements for those individuals. We are hoping to add at least 10-12 new providers who will bring 20-30 beds for the complex residential service (the number could go up or down depending on the evaluation process as well as existing placement in the homes that will be added to the framework - as most will be existing homes).

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?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: Increasing choice will offer better placement for adults, it will expand the number of providers we work with and those providers will be under the same contract and following the service specification. More choice will also make the placement process quicker as more beds will be available to source.

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: Healthy lifestyles, 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: None

Disability - learning disability

Nature of impact: Positive

Extent of impact: Medium

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: The Complex Residential Framework is there to offer good choice and quality of care placements to adults with disabilities and autism (where some may have physical or sensory impairments as well). The adults must have a Care Act eligible need and complex care needs / be assessed that Complex Residential Care is the best option for them.

What actions have already been taken to mitigate any negative impacts?: There are no identified negative impacts from this service.

How could you strengthen any positive impact(s)? : Work with the care market to encourage better choice and improving quality.

Levelling up - Priority areas & cohorts

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

Nature of impact: Positive

Extent of impact: Medium

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: Positive

Extent of impact: Low

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: The Complex Residential Framework is there to offer good choice and quality of care placements to adults with disabilities and autism (where some may come from the above indicated areas but this service is not targeting them specifically). The adults must have a Care Act eligible need and complex care needs / be assessed that Complex Residential Care is the best option for them. This service is for adults only 18+. We do not dictate to providers where their homes must be located and accessing residential care is on a strict assessment/compatibility basis. Some adults may come from LU areas but this is not a focus of the service and is not measured.

What actions have already been taken to mitigate any negative impacts?: No negative impacts as a result of this decision.

How could you strengthen any positive impact(s)?: Due to the nature of Complex Residential care services any positive impact strengthened will only effect those who would be eligible for this service. This would be through improving choice and quality of those services.

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: Positive

Extent of impact: Low

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: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: The Complex Residential Framework is there to offer good choice and quality of care placements to adults with disabilities and autism who have care eligible needs and complex care or support needs (where some may have previously had a carer, but are now in need of a residential placement where the carer can still be involved but will not be solely responsible for the adult's care).

What actions have already been taken to mitigate any negative impacts?: No negative impacts have been identified

How could you strengthen any positive impact(s)?: Complex Residential Care services support adults with multiple complex needs or multi-morbidities and re-opening the Framework will allow more providers to offer greater choice and good quality placement options for those adults.

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: As part of the service eligibility some

people from the above groups might qualify as well to use the services (adults with care act eligible needs, those with learning disabilities and autism who have complex care and support needs). This service is provided on a strict assessment basis around care and support needs, physical setting needs and compatibility to live with others. An adult's current residence location is not a factor – adults would not receive priority access to complex residential care just based on living in an affluent area (or be denied access if they lived in a deprived one).

What actions have already been taken to mitigate any negative impacts?: No negative impacts identified

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: Positive

Extent of impact: Low

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: Complex Residential care is a service for adults 18+ with care act eligible needs, those with learning disabilities and autism who have complex care and support needs. It is not a service targeting Children and Families. The service could at times support carers by relieving them of the demanding care responsibility, and helping adults with disabilities into a setting more suitable for them. Many adults would be coming into the service from other support provision and not necessary from a family home. Families will still be able to be part in the adult's life and vice versa.

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

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

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?: 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: Yes

Most of our activities will generate waste so it is important that this waste is managed properly. Generally, the more waste produced the greater the greenhouse gas impact. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision? Please specify how you are:

Measuring the amount of waste being generated and setting targets to reduce, for example setting reuse requirements: n/a

Requiring recycling - such as setting targets for waste recycled, or providing facilities to recycle: Providers are encouraged within the Service Specification to recycle waste responsibly.

Operating the service in a digital way to reduce use of material resources: Most providers will record case records digitally.

Sharing goods and services with others to reduce resource use: n/a

Donating or selling materials and products that are no longer required to keep them in use elsewhere: n/a

Avoiding over-packaged or difficult to recycle goods: n/a

Avoid single-use items, in particular single use plastic: n/a

Recycling and composting waste where applicable: Providers are encouraged within the Service Specification to recycle waste responsibly.

Where will waste be treated and disposed of? This includes general rubbish and recycling: As these are small care homes they will dispose their waste like regular homes / leaving waste and recycling bins outside for weekly/bi-weekly collection

Nature of impact

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

Rationale for assessment, including data used to assess the impact: Household levels of waste in recycling per home as these are small care homes. Any building quality criteria would have to be done under a new framework agreement, as the providers who have been successful in applying to join this round (the ECIA is for the award stage of the procurement) have already met all the requirements set at the beginning of the process and we can not change the requirements at this stage. This will be considered for the next framework however.

What actions have already been taken to mitigate any negative impacts?: The Service Specification encourages providers to ensure appropriate waste and recycling disposal as well as using energy efficient appliances at the homes.

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: 17/10/2023

Name of person completing the ECIA: Anna Sielicka

Email address of person completing the ECIA: anna.sielicka@essex.gov.uk

Your function: Adult Social Care

Your service area: Commissioning

Your team: Adults with Disabilities Commissioning

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