

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA482658943

Submitted: 13 February 2023 13:13 PM

Executive summary

Title of policy / decision: Fair Cost of Care and Market Sustainability Plan

Policy / decision type: Cabinet Decision

Overview of policy / decision: The decision requests:

- Approval of the Essex Market Shaping Strategy for 2023/30
- Approval of the Market Sustainability Plan for submission to Government by 27th March 2022.

It is legal requirement for the Council to maintain a functioning care market, that can meet the needs of all adults and carers appropriately. These documents underpin our approach to discharging our duty.

Our approach to developing our strategy and plan

Over the last 18 months the Council has refreshed the Market Position Statement for Adult Social Care, which provides insight into our existing adult demography and existing commissioning intentions on our social care markets. A collaboration exercise with Providers, Adult with Lived Experience and the NHS took place over a 6-month period to understand the views of others and to shape our market shaping strategy for Adult Social Care.

Whilst work was underway to develop our Market Shaping Strategy the Council undertook a national exercise known as the Fair Cost of Care exercise for our Domiciliary Market for Adults over the Age of 18 and Residential and Nursing market for Adult over 65. The outcome of the exercise has provided the Council with Median Rates from provider submissions and has provided financial insight into the impact into implementing the Social Care Reform.

Essex County Council have provided Central Government the outcome of the Fair Cost of Care exercise known as Annex B and are now required to provide Central Government with a Market Sustainability Plan that provides Government with an indication on how the council intent to shape their markets, as a result of the additional funding provided and implementation of the Social Care Reform from October 2025.

The Market Sustainability Plan aligns to the Adult Social Care Market Shaping Strategy for Essex County Council. The Market Shaping Strategy provides direction to our social care market on our future direction from 2023 – 30.

Throughout 2022, the Council engaged and collaborated with Providers, Adult's with Lived Experience, Social Care Teams and our NHS partners to understand existing market pressures and to develop a Market Shaping Strategy whilst completing the Fair Cost of Care exercise. During this time Questionnaires, webinars, 1-2-1 Interviews, collaborative workshops and engagement sessions were held alongside our engagement on the Fair Cost of Care exercise to form the key themes and priorities set within our Market Shaping Strategy. Collaborative engagement with all parties continues to shape and influence our decision making within our markets.

What outcome(s) are you hoping to achieve?: This is set out in the strategy document (which will be sent to the ECIA department)

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?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: This is set out in our strategy.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Economy?: Future growth and investment, Green growth, Levelling up the economy

Which strategic priorities does this support? - Environment: Net zero, Transport and built environment, Minimise waste, Green communities, Levelling up the environment

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

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: Medium

Disability - learning disability

Nature of impact: Positive

Extent of impact: Medium

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Medium

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Medium

Sex

Nature of impact: Positive

Extent of impact: Medium

Gender reassignment

Nature of impact: Positive

Extent of impact: Medium

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: Positive

Extent of impact: Medium

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: This strategy applies to Adults over the age of 18 and those who meet the criteria for Social Care support and services. Adults that enter our services are more likely to be over 65, as well as presenting primary characteristics for an Adult with Disabilities. Adults with other protected characteristics are not expected to be impacted by the strategy. All adults requiring services or support will receive the same provision as adults that do not have any protected characteristics.

Essex has a current population of 1.5 Million, provides care for around 17,000 adults and works with over 1000 different providers that deliver care and support to vulnerable adults across Essex.

According to Office of National Statistics the population of Essex people aged 65+ was 311,300 in 2020 this equals to 21% of total Essex population, and the estimates indicate this group will increase by additional 27% by 2035 to approximately 395,000 people.

Essex population of people aged 65+ is slightly higher than England average which is 18.6%, and across the nation 11% of adults 65+ are still in employment.

The working age adult population is 58% of the whole Essex population, and by 2035 it is estimated to be 900,300 this is an increase of only 4% compared to 2020.

Our 85+ population will grow by an additional 24,700 adults in the next 15 years, and we know from previous research that this group of people tend to require more care with much more complex needs.

Our Market Shaping Strategy highlights the needs for an increase in capacity in services that enables adults to remain home with their families in the community for as long as possible. Where residential is required it is likely that the adult will require nursing or complex needs provision. Our strategy highlights the need to increase provision to support our expected demography moving forward.

It is understood that 1 in 3 adults will be over the age of 65 by 2035. The key challenge for Adult Social Care will be in meeting the care needs of an older population that is expected to grow at a faster rate than the working age group and placing greater demand on care and support services. The Strategy focuses on the need to increase demand and capacity, highlighting the need to improve our carer workforce and shaping our market to encourage employment growth in the social care sector.

28% of total Essex population of adults 65+ are receiving social care services, and we are supporting proportionally more woman than the general population. (51.1%). The total support received 58.8% are Female and 41.2% Male.

The amount of people we provide services to by ethnicity is in proportion to the wider population of the county. (94% white and 4.2% BAME). In total 94% of people who receive a service are classified as White and 3.6% are classified as BAME

In Essex the total number of adults that are supported have the following primary support reasons:

Physical Support: 8913

Learning Disability Support: 3689

Support with memory and cognition: 1209

Mental Health support: 1098

Sensory Support: 297

Social support: 276

Other: 288

In Essex we supported 11,764 people through reablement services to help them regain their independence and 68% of adults following reablement no longer require services.

In 2020 we saw a huge increase in the Carers support this went up to 9,330 from 4,880 in the previous year, and 6.8% of the Carers received a Direct Payment.

17% of adults in Essex report that they have a long-term health problem or disability, and Dementia more common and increasing. In 2020 we supported 1,740 adults with dementia, memory or cognition needs

The team delivered a market position statement that reviews the demography of our Essex residents and expected cohort demand between 2020 and 2035 in detail. This information was overlaid with current demand and spend to ascertain our current Adult cohorts receiving a service and spend.

The information collated to develop the Market Position Statement was received from The Office of National Statistics, POPPI, PANASI & ONS Mid-Year Population Estimates, Mosaic, A4W, CQC and existing Dashboards across Adult Social Care and Procurement. For more information and our analysis please visit: <https://www.essexproviderhub.org/the-essex-market/market-position-statement>

It is noted that in the next 3 years the Council will need to support adults that are currently self funding. The working assumption is that an additional 8,000 Self Funders may approach Adult Social Care, of this it is expected that 7,500 will be Adults over the age of 65 and 200 will be of Adults that are already known to the Council will be receiving services. Our strategy is required to factor all adults that require social care support or services whether or not they are funded by the Local Authority or are self funding.

As part of developing our market shaping strategy, the team completed an engagement phase with our providers within our social care market and Adults with Lived Experience. During the engagement phase we developed a questionnaire for providers to complete, conducted a series of 1-2-1 interviews, webinars, and workshops to understand the views of the market delivering services to Adults. In total the team engaged with over 120 Providers over a 3-month period.

The Project Team also engaged with Adults with Lived Experience across our commissioning departments existing forums. As a result, over a period of 3 months the project team held collaborative events on our market shaping strategy alongside our providers, Social Care and Health partners across Essex.

The market shaping strategy has been developed as a result of the engagement and collaborative workshops, this is expected to as the strategy is finalised and implemented into action plans. The Market Shaping Strategy. Within the strategy there are 12 themes which were created within the collaboration workshops and prioritised by our stakeholders to shape the strategy.

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

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

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: Our Market Shaping Strategy focuses on delivering services on need, rather than location however has acknowledged the need to create opportunity to support the objectives to levelling up through future commissioning intentions however adults in these areas are likely to receive ECC funded services.

The majority of services that are commissioned across Adult Social Care are commissioned County Wide. Specific local variation occurs when demand and capacity issues occur or operationally a issue as been identified to be resolved. In these cases activity will be taken to ensure the gap in provision has been resolved at a local level.

Our market position statement provides a break down of the total number of people of adults over the age of 18 receiving services funded by Essex by district.

Alongside this a recent analysis on expected increase in volumes due to the Social Care Reform broken down by district. This has highlighted our expected increase in clients that may enter social care and receive commissioned services through ECC. This impact although neutral supports the agenda that self funding adults receive similar rates and services to ECC commissioned services.

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

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: Positive

Extent of impact: Medium

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: None

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The market shaping strategy focuses on supporting adults and carers requiring support or services within the community. Adults that require social care services meet the critical for moderate or critical needs, this could be an adult with any of the above priority groups.

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: There are no differential impact to the delivery of the market shaping strategy or service provision as a result of living in geographical groups, any adult that has been identified as eligible will receive support or a service.

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: Within the Market Shaping Strategy there is no differential impact on families as a result of the strategy.

However this does potentially have a positive impact on families where we are looking to expand our workforce in Essex to deliver support, as well as improve our pay and conditions for our workforce in this sector.

Essex has approximately 39,000 total filled jobs in adult social care, working across the sector. Approximately 32,000 of these jobs are in the independent sector, of which 24,500 are in direct care roles, and 2,400 in managerial roles. The information below shows the number of employee by service in the independent sector in Essex:

All Residential Direct Care roles: 10,000

Registered Nurse roles 600

Domiciliary Direct Care roles 10,500

89% of all job roles are permanent, with 57% being full time and 43% part time.

At the moment there is approximately 3600 vacancies across this sector and we are aware that within the next 10 years this market will need to increase by 11% to be able to manage demand. This role is a minimum paid role and therefore targets people who work in the catering, retain and carer settings. If we are able to improve the profile of this sector through our market shaping strategy, we will be able to reduce vacancies with families requiring jobs across Essex.

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

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: 13/02/2023

Name of person completing the ECIA: Lucy Johnson

Email address of person completing the ECIA: lucy.johnson@essex.gov.uk

Your function: Corporate Services

Your service area: Procurement

Your team: People

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

Function: Adult Social Care

Service area:

Team:

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