

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA482603670

Submitted: 10 February 2023 15:36 PM

Executive summary

Title of policy / decision: Uplift Proposal for AWD, Extra Care and Mental Health Accommodation Services

Policy / decision type: Cabinet Decision

Overview of policy / decision: This is the proposal to award an uplift to the market across the following social care categories:

- AWD Supported Living
- AWD Residential Care
- Extra Care
- MH Residential Care
- MH Accommodation Services

This sets out the proposal for each of these markets in terms of value and how it will be applied across packages that the Council commissions with the rationale for the decisions taken in each case included.

What outcome(s) are you hoping to achieve?: To enable the market to continue to deliver sustainable services in 2023/24 in light of the ongoing financial pressures from the proposed increase in National Living Wage and the Consumer Price Index.

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?: The impact will be monitored through the ongoing management and shaping of our markets to ensure that increases awarded are having a positive effect on financial sustainability. Indicators used to track this include frequency of package hand backs or service closures, increase/decrease in safeguarding or quality concerns, and regular meetings with key providers.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: No

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

Which strategic priorities does this support? - Economy?: Good jobs, Levelling up the economy

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: None

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: 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: As we are proposing to increase the funding into the market the primary impact will be on adults in receipt of services, and this will include those with learning disabilities and/or autism, mental health conditions, and physical and/or sensory impairments. The impact is assessed as positive for these groups because the proposal should increase sustainability and quality of the services for individuals in receipt of them. Impact is expected to be medium in that it will at the least retain the status quo in terms of their services but should hopefully impact recruitment of staff and quality of services.

We have projected a positive impact based on sex/gender, particularly for women as the workforce is predominantly made up of women. This will increase pay for a large number of women and have a positive effect on gender pay gaps.

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

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: 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: We have marked the impact on Children with SEND, learning disabilities or mental health conditions as positive because this will strengthen the market in adult's services to enable their transition to higher quality services in the future.

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

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: Positive

Extent of impact: Medium

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Carers have been marked as a positive impact because the increased sustainability and quality within the market will provide a better range of services for those adults they care for, both now and in the future should they transition into a commissioned service.

People on low income is expected to be positive because we are including people working within care services in that bracket, and evidence is that they are paid at or around the National Living Wage typically. Increases in fees to providers will translate to higher wages for care staff to at least the new National Living Wage of £10.42, but hopefully in excess of this.

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

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: It is not expected that this decision will have a direct impact on any of these specific groups.

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

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: Medium

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: This will have a positive impact on families that have caring responsibilities for adults with learning disabilities and/or autism, mental health conditions, and physical and/or sensory impairments. This is assessed on the basis that those they have caring responsibilities for may now or in the future need to rely on services that are commissioned by the Council and are in receipt of these increases.

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

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: 10/02/2023

Name of person completing the ECIA: Nick Green

Email address of person completing the ECIA: nick.green@essex.gov.uk

Your function: Corporate Services

Your service area: Procurement Services

Your team: Adults with Disabilities, Childrens and Families

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

Email address of Head of Service: Steve.Ede@essex.gov.uk