

## Equality Impact Assessment - head of service review

Reference: EQIA369088128

Submitted: 08 October 2021 15:49 PM

### Executive summary

**Title of policy or decision:** Essex Better Care Fund (BCF) 2021/22

**Describe the main aims, objectives and purpose of the policy (or decision):** To create an Essex wide BCF Plan in line with national planning requirements. The Essex BCF is owned by the Essex Health and Wellbeing Board. The outcome will be the continued commissioning and provision of services, in line with funding allocations for the BCF and the Improved Better Care Fund (IBCF), by ECC and the five Essex CCGs and the commissioning of new activity to advance integration of health and social care; increase the range of support provided closer to home; and address pressures on the NHS, including admissions and improved discharges.

**What outcome(s) are you hoping to achieve?:** Help people get the best start and age well

**Which strategic priorities does this support? - Help people get the best start and age well:** Enable more vulnerable adults to live independent of social care, Improve the health of people in Essex

**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 EqlA relates:** This is an update to the 2019/20 EQIA for the BCF

**Please upload any documents which relate to this EqlA, for example decision documents:** This is an update to the 2019/20 EQIA for the BCF

### 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):** At any one time, ECC support about 17,000 people including about 9,600 older adults; 4,000 people with learning disabilities; 2,200 people with physical or sensory impairments; and 1,200 with mental health needs. We also support around 4,000 unpaid carers.

Essex is the second largest county in the UK with a population of 1.4 million, with 1.74 million in Greater Essex (i.e. including Southend and Thurrock). The population of Greater Essex is projected to increase by more than 8% over the next decade.

In addition to the ageing population, rising demand for health and care services is closely correlated to low income, high deprivation areas. Over the past ten years there has been a significant increase in the number of areas in Essex that are among the most deprived.

In Essex this means that we have differing levels of need and challenges across the county. We have therefore looked to address this through the local level schemes included in the BCF plan.

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

**Service users:** Yes

**Employees:** No

**The wider community or groups of people, particularly where there are areas of known inequalities:** Yes

**Which geographical areas of Essex does or will the policy or decision affect?:** All Essex

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** Yes

**Is this policy or decision associated with any of the Council's other policies?:** Yes

**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, Gender / sex, Gender reassignment, Marriage / civil partnership, Pregnancy / maternity, Race, Religion / belief, Sexual orientation

**I confirm that I have considered the potential impact on all of the protected characteristics:** 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:** The overall objectives of the BCF is to improve the quality of outcomes for the population of Essex whilst removing inequality of service provision and improving the Health and Social Care system sustainability.

## Age

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** The positive impacts on the aging population will be:

- Frail people are able to enjoy healthier lives, feeling safe at home and connected to their community. Greater numbers of people physically active, not smoking, eating healthily and maintaining a healthy weight.
- Reduced social isolation and loneliness. Improved mental health and greater community engagement and participation.
- Frail people with long term conditions enabled to live well and avoid unnecessary complications and acute crisis.
- Frail population will have personalised care plans and be involved in decision- making• Improved co-ordination of care and co-morbidities will help people remain as well and independent for as long as possible and avoid deterioration and complications.
- Carers of frail people will be offered assessment of their needs and signposted to interventions to support them in their caring role.
- Frail people will receive adequate rehabilitation and re-ablement when needed to prevent further disability, greater reliance on care and support, avoidable admissions to hospital, delayed discharge from hospital.

**Extent of impact:** High

**Please provide more details about the extent of impact:** The overall objectives of the BCF is to improve the quality of outcomes for the population of Essex whilst removing inequality of service provision and improving the Health and Social Care system sustainability.

## Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** For people with disabilities this will include:

- Improved quality of care
- better access to provision
- support for carers of people with disabilities

**Extent of impact:** High

**Please provide more details about the extent of impact:** The overall objectives of the BCF is to improve the quality of outcomes for the population of Essex whilst removing inequality of service provision and improving the Health and Social Care system sustainability.

## **Disability - mental health issues**

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** For people with mental health issues this will include:- Improved quality of care- better access to provision- support for carers of people with disabilities

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** The overall objectives of the BCF is to improve the quality of outcomes for the population of Essex whilst removing inequality of service provision and improving the Health and Social Care system sustainability.

## **Disability - physical impairment**

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** For people with sensory impairment this will include:- Improved quality of care- better access to provision- support for carers of people with disabilities

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** The overall objectives of the BCF is to improve the quality of outcomes for the population of Essex whilst removing inequality of service provision and improving the Health and Social Care system sustainability.

## **Disability - sensory impairment**

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** For people with sensory impairment this will include:- Improved quality of care- better access to provision- support for carers of people with disabilities

**Extent of impact:** Medium

**Please provide more details about the extent of impact:** The overall objectives of the BCF is to improve the quality of outcomes for the population of Essex whilst removing inequality of service provision and improving the Health and Social Care system sustainability.

## **Gender / sex**

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current

inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

## Gender reassignment

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

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## Marriage / civil partnership

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

## Pregnancy / maternity

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

## Race

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current

inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

## Religion / belief

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

## Sexual orientation

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The services affected are primarily aimed at the older population and those with physical and mental disabilities. However, a prime objective is to remove current inequalities of service provision around Essex and this will include this equality group

## Action plan to address and monitor adverse impacts

**Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?:** 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 EqIA completed:** 08/10/2021

**Name of person completing the EqIA:** Emma Richardson

**Email address of person completing the EqIA:** Emma.Richardson@essex.gov.uk

**Your function:** Adult Social Care

**Your service area:** Integration and Partnerships

**Your team:** Integration and Partnerships

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

**Email address of Head of Service:** emma.richardson@essex.gov.uk