

Equality Impact Assessment - head of service review

Reference: EQIA390888509

Submitted: 09 January 2022 09:57 AM

Executive summary

Title of policy or decision: Integrated Residential Nursing (IRN) Framework Annual Refresh and Placement Price Uplifts for 2022

Describe the main aims, objectives and purpose of the policy (or decision): The Cabinet paper and this Equality Impact Assessment relate to the proposed approach for:

- the annual Integrated Residential Nursing (IRN) Framework refresh for 2022 and
- the rate uplift approach for 2022 for current spot and IRN Framework placements.

The IRN Framework was established in June 2019 to source care in a residential setting for older people and adults with non-complex mental health needs, with or without nursing care.

The IRN Framework has been guided by the following objectives and desired outcomes;

- a) Ambition to work predominantly with Good and Outstanding providers
- b) To better understand and address capacity issues across the market
- c) Support the sustainability of the residential market for both providers and for the Council: Ensure that the rates paid are compatible with our quality goals, can yield a return for providers but is affordable to the Council.

The IRN Framework contains provision for the Council to re-open the Framework every year. The re-opening of the IRN Framework allows for existing providers on the IRN Framework to submit revised prices for new placements and for new providers to join the IRN Framework should they wish to.

The recommendations in the Cabinet paper are to:

- Alter the IRN Framework price matrix with effect from 1 June 2022 so that each price band is increased by:
 - 6.1% for residential care
 - 6.4% for residential care with nursing

- Open up the IRN Framework to allow new providers onto the IRN Framework and existing providers to resubmit prices that will apply to new placements from 1st June 2022.

- A rate uplift of 6.1% and 6.4% from April 2022 for current spot and framework care home placements that are within the pricing matrix on the IRN Framework.

The proposed price uplift approach for new and current placements reflects the additional financial pressures facing care homes from April 2022 including; the Social Care Levy, higher inflation than expected and higher National Living Wage increases.

The IRN Framework refresh and rate uplift approach for 2022 will support the Everyone's Essex strategic aim of health, wellbeing and independence for all ages and the commitment to helping individuals to live free from abuse and neglect and enabling independence through access to suitable accommodation and an effective care market.

The proposals will help to enable an effective residential and nursing care home market. It is important that we help shape and support the care home market in Essex, which is currently experiencing unprecedented pressure.

The trend of discharging to assess within a care home environment has increased and the expectation of rehabilitation at pace has been compounded by the acute hospitals, meaning that providers are feeling the strain of additional training, staffing and changes to their business model. At the same time, the impacts of the Covid pandemic, including reduced occupancy, are still being felt and wider economic factors are exacerbating matters.

What outcome(s) are you hoping to achieve?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Help create great places to grow up, live and work:
Promoting independence

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 EqIA relates: Integrated Residential Nursing (IRN) Framework Annual Refresh and Placement Price Uplifts for 2022

Please upload any documents which relate to this EqIA, for example decision documents: Integrated Residential Nursing (IRN) Framework Annual Refresh and Placement Price Uplifts for 2022

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): The Council has a duty under section 5 of the Care Act 2014 to promote the efficient and effective operation of a market in services for meeting care and support needs with a view to ensuring that any person in its area wishing to access services in the market:

- has a variety of providers to choose from
- has a variety of high quality services to choose from

The Integrated Residential Nursing (IRN) Framework (the IRN Framework) is one mechanism to help enable this sustainable market, to promote choice and control for individuals and their families and to promote consistent quality with a focus on good and outstanding provision. The annual Framework refresh will not change the process or quality criteria approach for homes on the Framework. The process for determining the provider's position on the Framework list will continue, with the Care Quality Commission (CQC) overall quality score (good and outstanding first, then requires improvement and not yet rated) and then price. The requirement for up to date equality and diversity policies and procedures and the correct training in place for staff will continue. This will be reflected in the minimum quality requirements set out in the contract for providers who join and are on the Framework.

The 2022 annual IRN Framework refresh is intended to maintain stability in the residential and nursing care market during 2022/23 whilst wider market engagement activity is carried out. Due to the immense Covid-19 pressures faced by the care home market, this wider market engagement with providers has not been able to be progressed as planned. It is hoped that during 2022 this engagement work can be taken forward and will inform the refresh approach for 2023/24.

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: No

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?: No

Is this policy or decision associated with any of the Council's other policies?: No

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 - mental health issues, Disability - physical impairment, Disability - sensory impairment

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: By undertaking the annual IRN Framework refresh and increasing placements rates it is intended that this will help to maintain/increase the number of providers on the IRN Framework which will lead to better quality placements being offered to the older people of Essex through placing first with good and outstanding providers. Whilst ensuring that this is affordable to ECC.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The annual IRN Framework refresh and placement price uplifts will help to maintain the market for placements available to ECC residents.

Extent of impact: Medium

Please provide more details about the extent of impact: By maintaining the market for placements we are ensuring that the older people of Essex are getting a choice of placements with the aspiration that these are in good or outstanding homes whilst being affordable to ECC.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: We will maintain the market for placements available to ECC residents, which may include people with mental health issues as appropriate.

Extent of impact: Low

Please provide more details about the extent of impact: Placements through the Framework are for anyone with an eligible need and where a residential or nursing placement is deemed to be the right outcome for the individual. This may include people with mental health issues. By maintaining the market for placements we are ensuring that Essex residents are getting a choice of placement with the aspiration that these are in good or outstanding homes whilst being affordable to ECC.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: We will maintain the market for placements available to ECC residents, which may include people with a physical impairment as appropriate.

Extent of impact: Medium

Please provide more details about the extent of impact: Placements through the IRN Framework are for anyone with an eligible need and where a residential or nursing placement is deemed to be the right outcome for the individual. This may include older people with a physical impairment. By maintaining the market for

placements we are ensuring that Essex residents are getting a choice of placement with the aspiration that these are in good or outstanding homes whilst being affordable to ECC.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: We will maintain the market for placements available to ECC residents, which may include people with a sensory impairment as appropriate.

Extent of impact: Medium

Please provide more details about the extent of impact: Placements through the IRN Framework are for anyone with an eligible need and where a residential or nursing placement is deemed to be the right outcome for the individual. This may include people with a sensory impairment. By maintaining the market for placements we are ensuring that Essex residents are getting a choice of placement with the aspiration that these are in good or outstanding homes whilst being affordable to ECC.

Action plan to address and monitor adverse impacts

Does your EqlA 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 EqlA completed: 09/01/2022

Name of person completing the EqlA: Jo Grainger

Email address of person completing the EqlA: Jo.Grainger@essex.gov.uk

Your function: Adult Social Care

Your service area: Adults Commissioning

Your team: Older People Commissioning Team

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

Email address of Head of Service: matthew.barnett@essex.gov.uk