

Equality Impact Assessment - head of service review

Reference: EQIA167118290

Submitted: 10 January 2020 15:47 PM

Executive summary

Title of policy or decision: ECL Day Opp's to Jobs contract

Describe the main aims, objectives and purpose of the policy (or decision): Approval to directly award a contract to Essex Cares Ltd (ECL) for the provision of day opportunities and an inclusive employment service for people with disabilities and older people.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help people get the best start and age well, Help create great places to grow up, live and work, Transform the council to achieve more with less

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills, Target economic development to areas of opportunity

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

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help to secure stronger, safer and more neighbourly communities, Facilitate growing communities and new homes

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue, Develop the capability, performance and engagement of our people

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: Connected to Cabinet Paper

Please upload any documents which relate to this EqIA, for example decision documents: Connected to Cabinet Paper

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 people who this decision relates to are Adults with a Learning Disability and/or Autism, Physical and Sensory Impairments and Older People, who use Day Opportunity services. The decision requests an increase in the scope of supported employment for those in the services and for newly referred adults who can progress towards employment. The number of Adults who can access the service has increased. the referral criteria has not been restricted so those currently eligible for support under the present day opportunities and supported employment provision will still be supported.

This work has been undertaken to support the fact that nationally people with disabilities are considerably less likely to be unemployed compared to those without a disability. Employment rates for disabled people are 31% lower than for the non disabled population. Research into the cost effectiveness of supported employment for adults with a learning disabilities has said that supported employment is cost effective in helping people into and

maintaining people into paid work.

Young people and adults who currently attend day opportunities have told commissioners that they want jobs in a variety of industries but society does not provide the support or opportunities to allow them

the service has been designed to increase Adults active participation in the local community.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

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?: No

Is this policy or decision associated with any of the Council's other policies?: 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 - 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: All impacts will only be positive by providing more resources to access support across day opportunities and supported employment

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Creating provision for support for older adults

Extent of impact: Low

Please provide more details about the extent of impact: ongoing provision in the contract to support older adults to increase independence

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: Increase scope of supported employment services and move to increase independence for Adults with a learning disability

Extent of impact: Medium

Please provide more details about the extent of impact: increased provision in the contract to support Adults with a learning disability to increase independence

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Increase scope of supported employment services and move to increase independence for Adults with a physical impairment

Extent of impact: Low

Please provide more details about the extent of impact: increased provision in the contract to support Adults with a physical impairment to increase independence

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Increase scope of supported employment services and move to increase independence for Adults with a sensory impairment

Extent of impact: Low

Please provide more details about the extent of impact: increased provision in the contract to support Adults with a sensory impairment to increase independence

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: 10/01/2020

Name of person completing the EqlA: Joshua Stevens-Ward2

Email address of person completing the EqlA: joshua.Stevens-Ward2@essex.gov.uk

Your function: Adult Social Care

Your service area: Strategic Planning and Commissioning

Your team: Strategic Planning and Commissioning - Learning Disabilities and Autism

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

Email address of Head of Service: Jessica.Stewart@essex.gov.uk