

Equality Impact Assessment

Reference: EQIA178756963

Submitted: 28 February 2020 10:30 AM

Executive summary

Title of policy or decision: IRN Refresh 2020

Describe the main aims, objectives and purpose of the policy (or decision): To refresh the pricing for the Framework for the IRN for 2020 by 5.7% for nursing placements and 6.6.% for residential and to reopen the framework to existing and new providers.

What outcome(s) are you hoping to achieve?: Transform the council to achieve more with less

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a change to an existing policy, practice or project

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): we will maintain the choice offered to the market at affordable rates to ECC. 73 % of residential placements through the IRN are currently being made in good or outstanding homes and 80% of placements for ECC OP are being made through the IRN Framework which is meeting the original outlined goals.

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?: No

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

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 increasing the rates on the framework and reopening it we are hoping to maintain the number of providers on the 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: We will 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.

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: 28/02/2020

Name of person completing the EqIA: Anna Porter

Email address of person completing the EqIA: Anna.Porter@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Procurement

Your team: People

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

Email address of Head of Service: steve.ede@essex.gov.uk