

Equality Impact Assessment - head of service review

Reference: EQIA159888786

Submitted: 05 December 2019 11:04 AM

Executive summary

Title of policy or decision: AWD Supported Living Framework

Describe the main aims, objectives and purpose of the policy (or decision): The aim of the framework is to ensure the Supported Living care providers we work with can meet our requirements and standards and there the list of available providers is clear and transparent. There will be a 100% quality based bidding process to get onto the framework and hourly rates have been set at the level of cost of care.

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

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

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 Framework aims to introduce a list of Supported Living care providers who have met our quality and service requirements set out in the new specification. During the production of the new Specification for Supported Living engagement work has been undertaken with Adults currently living in Supported Living Schemes. They were asked what they liked about supported living and what they would change, what is important to them and how we can make the services better for them. The service that will be expected from providers is of a good quality as well as inclusive and person centered.

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: 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

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: No impact on any of the above groups

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 effect this will have on any members of protected groups is only positive as Supported Living Services are open to anyone who's care needs can be met in such a setting and regardless of any protected characteristics are made to be person centred and focus on the individual and their needs/background and wishes.

In term of equality and fairness of sharing care hours (core support) we are working on putting in place a methodology as well as training for charging - that way Adults will, where appropriate, be placed in schemes with other Adults with similar core hour needs (i.e. someone only needing 20hr core for example not having to pay a share of 80 hours due to one person with higher core requirement)

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: 05/12/2019

Name of person completing the EqIA: Anna Sielicka

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

Your function: Adult Social Care

Your service area: ASC Commissioning

Your team: LDA Commissioning

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

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