

## Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA478742648

Submitted: 16 January 2023 09:25 AM

### Executive summary

**Title of policy / decision:** Annual Review of the Live at Home Framework 2023/24

**Policy / decision type:** Cabinet Member Action (CMA)

**Overview of policy / decision:** The current LaH Framework commenced in August 2021 for a four-year term and provides a contractual mechanism to place adults requiring long term domiciliary services with good quality providers that can meet their eligible assessed needs. Typically, around 6,400 Adults receive domiciliary care a week, equating to 118,000 hours. Around 68,000 hours of this are delivered by framework providers.

The Annual Review Process detailed within the Live at Home framework (where providers are required to select rates for new care packages) is due to be undertaken and permission is sought to increase the minimum rate paid for existing longer term domiciliary care packages commissioned through both the framework and on a spot basis to support the financial sustainability of those care providers.

As part of the Annual Review Process, existing framework providers wishing to expand across Essex will have the opportunity to bid to deliver services in new areas. This will aim to support the increase in capacity in districts and wards where there is a heavier reliance on spot purchased provision.

**What outcome(s) are you hoping to achieve?:** This decision will help support the aim of the Essex Vision for people to enjoy life long into old age by using a tiered approach and offering work to the highest quality domiciliary care providers first who are best placed to reduce and delay the deterioration of Adults' skills, abilities and wellbeing, whilst ensuring the right services are available in the right place and when they are most needed.

It will also help enable the prioritisation of high quality suppliers, giving the ability to strengthen relationships with those domiciliary care providers able to meet the ambitions for high calibre care. This:

- gives the Providers confidence to recruit greater numbers of staff to develop their business.
- helps the Council to develop and embed initiatives that may include Trusted Assessors; increasing access to and the use of technology to support care delivery; accessing community assets and support; embedding a preventative and enabling approach to support Adults to retain skills for longer.

**Executive Director responsible for policy / decision:** Nick Presmeg (Adult Social Care (DASS))

**Cabinet Member responsible for policy / decision:** John Spence (Health and Adult Social Care)

**Is this a new policy / decision or a change to an existing one?:** Change to an existing policy / decision

**How will the impact of the policy / decision be monitored and evaluated?:** Against the LaH Framework contract monitoring mechanism.

**Will this policy / decision impact on:**

**Service users:** Yes

**Employees:** No

**Wider community or groups of people:** No

**What strategic priorities will this policy / decision support?:** Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages

**Which strategic priorities does this support? - Economy?:** Future growth and investment, Levelling up the economy

**Which strategic priorities does this support? - Environment:** Transport and built environment, Levelling up the environment

**Which strategic priorities does this support? - Health:** Healthy lifestyles, Promoting independence, Carers, Levelling up health

**What geographical areas of Essex will the policy / decision affect?:** All Essex

## **Digital accessibility**

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

## **Equalities - Groups with protected characteristics**

### **Age**

**Nature of impact:** Positive

**Extent of impact:** High

### **Disability - learning disability**

**Nature of impact:** Positive

**Extent of impact:** High

### **Disability - mental health issues**

**Nature of impact:** Positive

**Extent of impact:** High

### **Disability - physical impairment**

**Nature of impact:** Positive

**Extent of impact:** High

### **Disability - sensory impairment**

**Nature of impact:** Positive

**Extent of impact:** High

### **Sex**

**Nature of impact:** None

### **Gender reassignment**

**Nature of impact:** None

## **Marriage / civil partnership**

**Nature of impact:** None

## **Pregnancy / maternity**

**Nature of impact:** None

## **Race**

**Nature of impact:** None

## **Religion / belief**

**Nature of impact:** None

## **Sexual orientation**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** Age - there is no specific age related data available, though due to the nature of the framework (domiciliary care service) we know that we do have a greater proportion of older adults/ adults aged over 65.

Disability – the framework currently supports 650 adult with learning disabilities and /or autism, 124 with mental needs and 967 with physical and sensory impairments.

**What actions have already been taken to mitigate any negative impacts:** n/a.

## **Levelling up - Priority areas & cohorts**

### **Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)**

**Nature of impact:** Positive

**Extent of impact:** High

### **Children on Free School Meals**

**Nature of impact:** None

### **Working families**

**Nature of impact:** Positive

**Extent of impact:** High

### **Young adults (16-25 who have not been in education, training or employment for around 6-12 months)**

**Nature of impact:** Positive

**Extent of impact:** High

## **Harlow**

**Nature of impact:** None

### **Jaywick and Clacton**

**Nature of impact:** None

### **Harwich**

**Nature of impact:** None

### **Basildon (Town) housing estates**

**Nature of impact:** None

### **Canvey Island**

**Nature of impact:** None

### **Colchester (Town) - Housing Estates**

**Nature of impact:** None

### **Rural North of the Braintree District**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** 1. Adults with SEND, Learning disabilities or mental health conditions – there is no specific data but the service can be used to support adults to access services in the community.  
2. Working families - there is no specific data available for working families, though due to the nature of the framework (domiciliary care service) we do see a positive impact where the family member has been an Adult's carer, by having this service in place enables the family member to work.

**What actions have already been taken to mitigate any negative impacts:** n/a.

## **Equalities - Inclusion health groups and other priority groups**

### **Refugees / asylum seekers**

**Nature of impact:** None

### **Homeless / rough sleepers**

**Nature of impact:** None

### **Offenders / ex-offenders**

**Nature of impact:** None

### **Carers**

**Nature of impact:** Positive

**Extent of impact:** High

### **Looked after children**

**Nature of impact:** None

## **Veterans**

**Nature of impact:** None

## **People who are unemployed / economically inactive**

**Nature of impact:** Positive

**Extent of impact:** High

## **People on low income**

**Nature of impact:** None

## **Working families**

**Nature of impact:** Positive

**Extent of impact:** High

**Rationale for assessment, including data used to assess the impact:** 1. Number of Carers receiving support directly commissioned through the Live at Home service - 38  
2. People who are unemployed / economically inactive - there is no specific data available for this, though due to the nature of the framework (domiciliary care service) we do see a positive impact where the family member has been an Adult's carer, by having this service in place enables the family member to work.  
3. Working families as per previous comment.

**What actions have already been taken to mitigate any negative impacts:** n/a.

## **Equalities - Geographical Groups**

### **People living in areas of high deprivation**

**Nature of impact:** None

### **People living in rural or isolated areas**

**Nature of impact:** Positive

**Extent of impact:** High

### **People living in coastal areas**

**Nature of impact:** Positive

**Extent of impact:** High

### **People living in urban or over-populated areas**

**Nature of impact:** Positive

**Extent of impact:** High

**Rationale for assessment, including data used to assess the impact:** There is no specific data available for this, though due to the nature of the framework (domiciliary care service) and it being provided across all areas of Essex we do see a positive impact in people being able to access services in these particular types of areas which allows them to maximise their independence and their access to the community as much as possible.

**What actions have already been taken to mitigate any negative impacts:** n/a.

## Families

**Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)**

**Nature of impact:** Positive

**Extent of impact:** Medium

**Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition**

**Nature of impact:** Positive

**Extent of impact:** Medium

**Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities**

**Nature of impact:** Positive

**Extent of impact:** Medium

**Families before, during and after couple separation**

**Nature of impact:** None

**Families most at risk of deterioration of relationship quality and breakdown**

**Nature of impact:** Positive

**Extent of impact:** High

**Rationale for assessment, including data used to assess the impact:** This service can be used to cover all of an Adult's needs or may be used to allow a person who is an Adult's main full / time carer to have respite from their caring role – in this way it could be used to support family formation.

**What actions have already been taken to mitigate any negative impacts:** n/a.

## Climate

**Does your decision / policy involve elements connected to the built environment / energy?:** No

**Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?:** Yes

**Where are staff coming from and how they are travelling? Using local staff to reduce travel needs, use sustainable modes of travel to get to sites. Where car journey are essential, can staff be incentivised to car share?:** Yes (by having greater volume of care packages delivered by each care provider should reduce the level of travel required between care visits and therefore carbon emissions)

**Are you specifying electric cars?:** No

**Are you specifying transition to low emission vehicles for heavier vehicles as these become available?:**  
No

**Does your decision / policy involve elements connected to waste?:** No



## **Nature of impact**

**Sustainable Transport / Travel:** None

**Rationale for assessment, including data used to assess the impact:** n/a.

**What actions have already been taken to mitigate any negative impacts:** n/a.

## **Action plan to address and monitor adverse impacts**

**Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:** 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 ECIA completed:** 16/01/2023

**Name of person completing the ECIA:** Sue Yardley

**Email address of person completing the ECIA:** Sue.Yardley

**Your function:** Adult Social Care

**Your service area:** Strategic COmmissioning and Policy

**Your team:** Older People Commissioning

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

**Email address of Head of Service:** Matthew.Barnett@essex.gov.uk