

Equality Impact Assessment Template

Date: 19/08/2020

Title of proposal (include forward plan reference if available)	Award of Contracts for a Promoting Independence Care at Home Service
Directorate and Service Area	Adult Social Care, Health and Wellbeing
Name and title of Lead Officer completing this EIA	Daljit Bhangal, Operations Manager
Contact Details	X 5510
Names and titles of other officers involved in completing this EIA	N/A
Partners involved with the EIA where jointly completed	N/A
Date EIA completed	19/08/2020
Date EIA signed off or agreed by Director or Executive Director	10/09/2020
Name of Director or Executive Director signing off EIA	Neil Cox
Date EIA considered by Cabinet Member	

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

**1. The purpose of the proposal or decision required
(Please provide as much information as possible)**

The contracts being procured support the Council and its health partners in promoting admissions avoidance and therefore reducing the pressure on acute services, as well as securing optimum use of acute hospital provision by managing the level of Delayed Transfers Of Care (DTOC) for individuals for whom the Council has a statutory duty to provide services.

The Cabinet report seeks authority to award contracts following the tender exercise should there be successful bidders for a Promoting Independence Care at Home Service. This service enables more timely response to referrals, assessment and discharge from hospital, or quick intervention to prevent an admission for vulnerable people.

2. Evidence used/considered

Feedback from stakeholders on accessing services designed to support admissions avoidance and hospital discharges, and utilisation data for existing contracts.

3. Consultation

Commissioners have consulted with stakeholders across the health and social care system for their view on the provision and there is consensus that the loss of the service will jeopardise timely commencement of packages of care and support, as well as the favourable DToC position, and result in delays in transfer being potentially coded against the Council.

4. Assess likely impact

Service users will continue to receive a more responsive service than if the provision was ended.

The service has worked well in facilitating more timely start of packages and awarding new contracts when the existing ones end on 2nd February 2020 will enable that to continue.

Not awarding the contracts following the procurement exercise will create a gap in provision. While there is a clause in existing other contracts to provide this service, those contracts do not guarantee capacity because they are not paid for on a block basis, and invariably when there has been the absence of a block contract, delays occur in the start date for packages of care and support to commence, thereby creating an element of risk for individuals who have to wait for a service to start.

If Cabinet do not agree the award of the proposed contracts, risks would include:

- Increased avoidable hospital admissions
- Undermining delivery of enablement and independence

Please complete the table below at 4a to identify the likely impact on specific protected characteristics

4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact ✓	Negative Impact ✓	No Impact ✓	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
Age	✓			The procurement of the service will benefit the age criteria as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care and therefore mitigating against deconditioning whilst in hospital.

Disability	✓			<p>The procurement of the service will benefit the disability criteria as a result of a more timely and responsive service for people who are disabled as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing disabilities.</p>
Gender reassignment			✓	<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p> <p>There is no change relating to this characteristic.</p>
Marriage and civil partnership	✓			<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p>

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				<p>The service may have a positive impact on this criteria because it could enable people who are in a marriage or civil partnership to continue to live together and not have to go into residential provision.</p>
Pregnancy and maternity			✓	<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p> <p>There is no change relating to this characteristic.</p>
Race			✓	<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p> <p>There is no change relating to this characteristic.</p>

Religion or belief	✓			<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p> <p>There may be a positive impact on this characteristic if the service enables people to remain living in the community for longer, thereby being able to continue to maintain their religious practices.</p>
Sex			✓	<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p> <p>There is no change relating to this characteristic.</p>

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Sexual orientation			✓	<p>The procurement of the service will benefit vulnerable people as a result of a more timely and responsive service as it supports continued independence and enablement, and promotes admissions avoidance. In addition, the service also supports more timely discharge from hospital of individuals, enabling them to return home quickly with a package of care, and therefore mitigating against deconditioning whilst in hospital and exacerbation of pre-existing conditions.</p> <p>There is no change relating to this characteristic.</p> <p>There is no change relating to this characteristic.</p>
Other				N/A

Does this EIA require a full impact assessment? Yes No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

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5. What actions can be taken to mitigate any adverse impacts?

6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?

7. Monitoring arrangements

The monitoring of the performance of the contracts will be undertaken by officers of the Council within Adult Social Care. Data relating to those individuals referred to the service will be monitored to ensure that any issues can be addressed in real time, which includes performance returns, breach information, safeguarding, feedback from reviews and CQC information.

8. Action planning

Actions to mitigate any operational risks have been considered in the risk management plan for the process.

Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress

9. Publish the EIA

Where can I get additional information, advice and guidance?

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

Practical advice, guidance and support

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

Please contact:

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