

Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

Version 4: January 2

Title of proposal <i>(include forward plan reference if available)</i>	Direct Payment Support Service Payment and Contract Variation
Directorate and Service Area	Adult Social Care, Health and Wellbeing
Name and title of Lead Officer completing this EIA	Beverley Stevens, Commissioning Officer
Contact Details	Beverley_Stevens@Sandwell.gov.uk
Names and titles of other officers involved in completing this EIA	Helen_Green@Sandwell.gov.uk
Partners involved with the EIA where jointly completed	Not applicable
Date EIA completed	7 September 2020
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	Neil Cox
Date EIA considered by Cabinet Member	9 September 2020

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)

1. That the Director – Prevention and Protection be authorised to release payment of £5,572.29 to Ideal for All Ltd for work that had already been done before the end of the previous contract. The intensive work with these people had been done in the first 2-3 months of each package, and the people had been promised 12 months of support, so it is proposed that Adult Social Care honours payment for the remaining period that Ideal for All will need to provide this support.

2. That the Director – Prevention and Protection be authorised to set a variation to the current Direct Payment Support Services contract to enable payment of an estimated £2000 per year to Ideal for All for a period of four weeks from the date they are notified of a case closure. The purpose of this is to enable Ideal for All to finalise the Direct Payment account. This estimated cost of £2000 per annum is based on 2019/20 activity data.

2. Evidence used/considered

The evidence used and considered in making the recommendations were:

- Previous and current Contracts for Direct Payment Support Services
- Activity and payments data for the 12-month Employment Support Packages
- Activity and payments data for current and previous contracts – including closed cases
- Contract review meeting minutes including views and issues raised by contractor and Direct Payments Team in Council
- Minutes of the Adult Social Care Commissioning Board 3 July 2020

3. Consultation

4.1 Staff of Ideal for All have been consulted as part of contract review meetings. The ending of the Employment Support service, the outstanding packages and the decision to pay for the closure of cases were all discussed.

4.2 A report was submitted to the Adult Social Care Commissioning Board, who agreed the following recommendation on 3 July:

- Approve the payment of the additional sum of £5,572.29 to pay Ideal for All for the cost of the 12-month Employer Support cases that still had time to run after the end of the previous contract.
- Approve a Variation to the current contract to enable payment to

Ideal for All for a period of four weeks from the date they are notified of case closure which is estimated to be around £2,000 (based on 2019/20 data).

4. Assess likely impact

Please give an outline of the overall impact if possible.

The impact of the recommendations outlined above, if approved, will be to ensure 12 months employer support packages continue and that cases are closed in an efficient and timely way.

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	/			Older people are over – represented in the activity data for Direct Payment Recipients who use the Direct Payment Support Services, as are service users who receive care and support. There are also some Direct Payment Recipients who are managing the payment on behalf of children and young people under 18, who are all disabled or have mental health conditions.
Disability	/			People with disabilities are over – represented in the same way as above.

Gender reassignment			/	Data on gender reassignment is not collated as part of this contract.
Marriage and civil partnership			/	Data on marriage and civil partnership is not collated as part of the contract
Pregnancy and maternity			/	Data on pregnancy and maternity is not collected as part of the contract
Race			/	People from Black and Minority Ethnic Groups make up about a third of Direct Payment Recipients which are roughly equivalent to their share of the Sandwell population.
Religion or belief			/	Data on religion or belief is not collected as part of the contract

Sex	/			Women are over – represented in the same way as elderly and disabled people.
Sexual orientation			/	Data on sexual orientation is not collected as part of the contract
Other	/			People with mental health conditions make up some of the Direct Payment Recipients in the contract and so will benefit.

Does this EIA require a full impact assessment? Yes, No X

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.

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

Not applicable

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

No additional actions but the age, gender, ethnicity and disability of the Direct Payment Recipients will continue to be monitored in the new contract to ensure equitable access to these services.

7. Monitoring arrangements

Current monitoring of age, gender, ethnicity and disability for Direct Payment Recipients who use the service will continue to be sent by the contractor every quarter.

8. Action planning

You may wish to use the action plan template below

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 or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Service Improvement. The officers within Service Improvement will also provide overview quality assurance checks on completed EIA documents.

Please contact:

Kashmir Singh - 0121 569 3828