

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Extra Care Re-procurement
Brief Service Profile (including number of customers)	
<p>The Council commissions care and support services for eligible residents in 279 Extra Care flats across 6 Extra Care Schemes. Five of the six are managed and owned by SCC and the other is operated by Saxon Weald, an independent housing association.</p> <p>‘Extra care’ housing is a strengths-based model of accommodation-based care and support that enables individuals to self-care and maintain independent living.</p> <p>Following the completion of a competitive tender, authority has been requested to award contracts for the provision of care in the city’s Extra Care schemes to the successful applicant.</p> <p>It is not anticipated that this decision will have any impact on Equality and Safety as the award is being made under an existing procurement vehicle. However there are some impacts, mainly positive, of bringing Extra Care under the umbrella of the Home Care Platform.</p>	
Summary of Impact and Issues	
<p>For residents in three of the six Extra Care schemes the care provider will change. The provider will work closely with the incumbent provider to ensure a smooth handover of services and no interruptions to care delivery. They will also engage with the existing providers staff offering TUPE opportunities which is expected to have high take up and therefore lessen the impact on continuity.</p>	

In conjunction with the Adult Social Care Charging Policy changes (being implemented on 8th April 2024) a small number of residents may see a rise in their client contribution at the go live date. This is because client contribution is the lower of either the maximum cost of care or the maximum assessed charge (As determined by a financial assessment), and the award of these services will increase the maximum cost of care.

Potential Positive Impacts

The increase in cost and therefore maximum cost of care is a result of increases in overheads for providers including national minimum wage, national insurance etc and it is highly likely that in the absence of a retender we would have had to provide an uplift to providers anyway. The competitive procurement/ re tender, has helped keep this increase low by exerting downward pressure on this rate.

Updated and revised documentation as part of this award strengthens the providers responsibility to engage with residents and landlords, to develop robust service delivery plans and service level agreements improving outcomes for residents in these schemes.

Care Quality Services Ltd (also known as Allied Health Care) is a well-regarded and long-standing provider of both Home Care and Extra Care in the city.

The introduction of 'PAMMS', a digital care quality assessment tool commissioned by the Council to verify and evidence the quality-of-Care Quality Commission (CQC) regulated care is also expected to drive up quality.

PAMMS has been used by the Council since the Home Care Platform agreement went live on 5th June 2023 and has already had a demonstrably positive influence on the quality of care and support delivered in the city.

Responsible Service Manager	Abigail Benham
Date	05/04/2024
Approved by Senior Manager	Chris Pelletier
Date	05/04/2024

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The majority of the 279 residents will be in the over 55 category.	Clear communications to be developed and agreed with the internal comms team. Best practice tools such as Hemmingway will be employed to ensure the readability of any information is at an acceptable level.
Disability	The majority of the 279 residents will meet the definition of having a disability under the Equality Act 2010.	In person surgeries will be held in each scheme giving residents the opportunity to speak directly with Council Officers and ask any questions that they may have.
Care Experienced	Residents may not understand the reason for changes and may be concerned regarding a lack of continuity.	<p>Clear communications to be developed and agreed with the internal communications team. Best practice tools such as Hemmingway will be employed to ensure the readability of any information is at an acceptable level.</p> <p>In person surgeries will be held in each scheme giving residents the opportunity to speak directly with Council Officers and ask any questions that they may have.</p> <p>Housing providers and incumbent providers will be briefed and supported by Officers throughout the transition process.</p>

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		<p>Mobilisation meetings will be held with the incoming provider on a regular basis to ensure they are proceeding as required and working with the outgoing provider to minimise any service disruption.</p> <p>Communications will also be sent to Adult Social Care staff to ensure that practitioner are able to support their clients should they be approached directly.</p>
Gender Reassignment		
Marriage and Civil Partnership	None	
Pregnancy and Maternity	None	
Race	None	
Religion or Belief	None	
Sex	None	
Sexual Orientation	None	
Community Safety	None	
Poverty	<p>As described above a small number of residents may see a rise in their client contribution.</p> <p>Users of the service all qualify for publicly funded care; therefore, it is likely that these residents will be experiencing income inequality.</p>	<p>A resident will only see a rise in their client contribution if they are already paying less than they have been financial assessed as able to afford (the maximum assessed charge).</p> <p>Residents will be issued with a FAQ sheet providing them with the contact information of the Customer Payment and Debt team should they</p>

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		<p>have any queries. The Customer Payment and Debt team have been briefed ahead of this so are prepared to answer any questions.</p> <p>If the resident requests a re-assessment of their finances, then they will be referred to the Finance Assessments and Benefits team.</p>
Health & Wellbeing	<p>We expect a positive impact on the health and wellbeing of our residents by bringing in additional measures such as PAMMS to drive up the quality of services.</p> <p>The competitive procurement process ensures the Local Authority have carried out its duties under the Care Act 2010.</p>	-
Other Significant Impacts	None	