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Equality Impact Assessment

Directorate	AHCS
Service Area	Adults OPPD Domiciliary care
Policy/Service being assessed	Re-commissioning and Procurement of Domiciliary Care
Is this is a new or existing policy/service?	Existing Service
If existing policy/service please state date of last assessment	This is the first EIA on this service
EqIA Review team – List of members	Jon Reading, Angela Sharif, Aimie Tilbury
Date of this assessment	18th January 2011
Signature of completing officer (to be signed after the EIA has been completed)	
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of DMT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to the Directorate Equalities Champion and the Corporate Equalities & Diversity Team



Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Priority status For EIA		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Re-commissioning and procurement of domiciliary care		✓		✓			✓				✓			✓			✓			✓				✓	✓		
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities																									✓		

Form A2

Equality Impact Assessment Please Explain

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of policy/service?	To provide domiciliary care support for older people, adults with learning disabilities, physical disabilities or mental health problems
(2) How does the policy/service fit with the council's wider objectives?	<ul style="list-style-type: none">▪ Maximising independence for older people and adults with disabilities▪ The new Government's commitment to reduce public borrowing.▪ Contributes to meet the AHCS savings targets▪ Contribution towards the AHCS transformation savings targets▪ Supports AHCS vision statement: <i>"Our vision is to ensure people can maximise all opportunities to live independently. Our mantra is 'recovery, rehabilitation and Reablement', where people need care, they have this delivered in the most personalised and cost effective way "</i>
(3) What are the expected outcomes of the policy/service? Who is intended to benefit from the policy/service and in what way?	<p>Cost effective and outcome focussed social care support for customers and carers. Procured services will support people to live at home, promote independence and provide support for carers to continue in their caring role.</p> <p>Beneficiaries of the service will include people who are eligible for social care support, these include:</p> <ul style="list-style-type: none">▪ Adults (18+)▪ Older people▪ adults & older people with mental health needs▪ People with continuing health care needs,▪ family carers▪ People who require fast response care services, including people requiring support following Telecare service equipment activation.

(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?	RACE yes	SEX No	AGE No	GENDER REASSIGNMENT No
Please identify all groups that are affected	RELIGION/ BELIEF No Other – please specify	PREGNANCY / MATERNITY No	DISABILITY No	SEXUAL ORIENTATION No
(5) Are there any obvious barriers to accessing the service?	<p>The main potential barrier to accessing procured services would be rurality. Traditionally it has been more difficult to provide access to services in more remote areas of the County. However, to ameliorate this commissioning and procurement arrangements will be structured to ensure coverage of hard to reach areas.</p> <p>There is a potential risk of inequality of access in respect of race i.e people from different community groups and any specific language/ communication barriers.</p>			

<p>(6) How does the policy/service contribute to promotion of equality?</p>	<p>Warwickshire is a diverse county that requires services to be provided in increasingly flexible and personalised ways in order to meet the needs of its vastly differing community.</p> <p>The service specifications that will be used to procure services will promote equality by ensuring that a persons social care needs are met. The specifications will also request that service providers work with people in meeting their social care outcomes (things that people want to achieve or change in relation to their social care needs). Finally specification's will include the requirement for all procured service providers to comply with Equality legislation and ensuring that a persons social care needs are met in respect of:</p> <ul style="list-style-type: none"> ▪ People with more complex needs ▪ People from black and minority ethnic groups and newly arrived communities ▪ People who are frail ▪ People with mental health needs including dementia ▪ People with learning disabilities ▪ People who have continuing health care needs ▪ Family carers ▪ People with sensory impairments <p>Services will be expected to be delivered which meet peoples needs regardless of race, age (18+), gender, religious belief, disability, or sexual orientation and this will be clear in the service specification.</p>
<p>(7) Does the policy/service have the potential to promote good relations between groups?</p>	<p>Yes.</p>
<p><u>Stage 2 - Information Gathering</u></p>	

(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?

- Joint strategic needs assessment – enabling us to prioritise resources and commission services that will improve outcomes for Warwickshire’s communities.
- Home Care Satisfaction Survey – Customers views are central to informing future commissioning decisions.
- Quality Ratings – Our improving lives strategy aims to ensure that pro-active steps are taken to tackle poor performing services.

The following legislation, guidance and policies have informed the domiciliary care strategy.

- Home care Commissioning Strategy 2011-14
- Putting People First 2007
- Vision for Social Care 2011
- National Dementia Strategy 2009
- Mental Capacity Act Deprivation of Liberty Safeguards 2007
- Independent Mental Capacity Act 2007
- Human Rights Act 1998
- Equality Act 2010
- Valuing People Now 2009
- Joint Commissioning Strategies, Older People, OPMH, Physical Disability and Sensory Impairment,
- Improving the Life Chances of Disabled People
- National Care Standards Commission Regulations 2001
- Care Quality Commission Standards and Regulations 2009

Our Home Care Commissioning Strategy incorporates evidence in respect of current data, past trends and future projections, taking into account the implications of the new business model for adult social care. A full market analysis is included. The impact of reablement and telecare on reducing the requirement for ongoing care is detailed as are the ongoing implications for carers’ short breaks, specialist dementia services, fast response and Continuing Health Care. Some further analysis is planned prior to re-procurement.

<p>(2) What consultation data has been used? What new consultation, if any, do you need to undertake?</p>	<p>Customer consultation has been integral to the re-commissioning of domiciliary care. Additional consultation is required around transfer of remaining in-house maintenance home care customers to the independent sector but it is not envisaged that any group within this customer's base will be disadvantaged. Need to provide a brief summary of consultation undertaken and what the key messages were. This is to ensure that we were able to demonstrate that we have obtained the views from a cross section of the community. This will help demonstrate if there are any gaps and what we are planning to do about that. KIM BOLTON TO SUPPLY</p>
<p><u>Stage 3 – Making a Judgement</u></p>	
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group? Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>Potential barriers identified in respect of hard to reach areas and appropriate access will be addressed through service specifications/method statements and negotiation with providers. Similarly the specification/contract will be clear that the service must be accessible to, and meet the outcomes of, customers regardless of race/culture language</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?</p>	
<p>(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<ul style="list-style-type: none"> ▪ It is anticipated that certain customer groups for example people with dementia will have improved access to services e.g., more widely available. ▪ All customers should receive a more personalised and outcome focussed services

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Ensure hard to reach areas have necessary cover through service contract/ negotiations with providers	Rob Wilkes	30/9/11		

(2) Review and Monitoring
State how and when you will monitor policy and EqlA Action Plan

This will be incorporated in the service specification and contract monitoring requirements.

An Equality Impact Assessment on this policy was undertaken on 18th January 2011 and will be reviewed on 18th January 2014.