

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: Hilary Hall (Corporate Director)

Directorate: Community Wellbeing

Individual(s) completing this assessment: Donna Ryan

Date assessment completed 15 /11/23

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

To purchase block care home beds in order to meet assessed need for residential and nursing care home provision in county for adults.

What is the aim, purpose and/or intended outcomes of this activity?

To ensure that we meet our statutory duties and have available sufficient capacity and placement options to meet the assessed needs of vulnerable adults across Herefordshire.

To ensure there is sufficient and affordable care home placements in county.

Name of lead for activity

Donna Ryan

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

The aim of the proposal is to purchase thirty block beds which means there will be affordable care placements across the County in various locations. It will also ensure we have a stable level of capacity in the market place. Whilst the contract and specification has already been in place since 2016, equality and access to these care placements is paramount.

There has been extensive analysis of financial, performance and commissioning data to support this decision. In addition the Council undertook a pilot of block purchasing of care home beds earlier in 2023. Market engagement was undertaken at local level during the pilot and allowed Commissioners to explore the appetite for procurement and to gain insight into challenges that providers faced.

Costs associated with purchasing block purchase beds versus expensive spot purchased beds demonstrates how savings can be achieved.

The demand for care home placements in Herefordshire has remained fairly static but the costs has increased exponentially. This presents a major challenge to the Community Wellbeing directorate and the Council with the budget savings that are needed.

Local and regional data was used to benchmark this work and to inform the options being proposed

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Engagement with the care market has been undertaken
 Engagement with finance, operational leads in ASC and the Quality Assurance Team has been carried out to ensure there is a wide range of view points
 Consultation with vulnerable adults is not required on this occasion due to the fact it's simply a change in the purchasing arrangement of a number of beds. *Consultation will form a key part when we are introducing a new care home contract later in the year.*

The Quality Assurance and Contracts team will be involved in the Questions within ITT of the tender.

Summary of relevant findings

The options appraisal indicated there would be a significant saving by block purchasing the beds and gaining some control over market forces whereby the prices are rising.

It is anticipated that the thirty block purchased care home beds will meet the level of need required across Herefordshire.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.**

Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	X			Older people will have increased availability of care beds available to them at an affordable fee rate.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Disability		X		The additional beds provide care for people with a range of impairments. However the care beds will not be specific for adults with a learning disability as there is sufficient supply in that market
Gender Reassignment		X		As such, this provision would be able to support individuals in this equality group.
Marriage & Civil Partnerships		X		As such, this provision would be able to support individuals in this equality group as all individuals being placed in the block beds will be recorded on our Mosaic systems. Diversity monitoring when the assessments are undertaken This is recorded on Mosaic and is part of diversity monitoring.
Pregnancy & Maternity		X		This service is for older people only (over 55). This will not apply to care homes.
Race (including Travelling Communities and people of other nationalities)		X		This proposal seeks to develop provisions for all individuals. This is recorded on Mosaic and monitored for diversity.
Religion & Belief		X		This proposal seeks to develop sufficient provision in area to meet the assessed needs of adults who are in need of care home. As such, this provision would enable Herefordshire to meet need and provide support more effectively through clear expectations, specification and monitoring. We will ensure that all documentation is developed appropriately and training is in place to reflect cultural and religious diversity. Provision will allow transition into, through and between services according to care plans.
Sex (including issues of safety and sexual violence)		X		This proposal has sufficient provision to meet the needs of older people in care.
Sexual Orientation		X		This proposal has sufficient provision in area to meet the assessed needs of vulnerable adults in care. Sexual orientation is recorded on Mosaic at the point of assessment and diversity monitoring is recorded
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)				NA
Health Inequalities (any preventable, unfair & unjust differences in health status)		X		This proposal seeks to buy affordable care for all particularly those with potential health inequalities. We know in parts across the county, particularly in some rural areas there are pockets

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)				of deprivation, individuals with increased health needs and individuals on lower incomes with the inability to afford care. This purchasing arrangement can help to support those with health inequalities.

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/eliminate negative impact	Who will lead on action?	Timeframe
NA			

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

Ongoing monitoring of the service will be undertaken across Commissioning and Bed brokerage.

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

In line with any future procurement or contract extension.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the nine protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

Donna Ryan

Date signed

30 November 2023