

Equality Impact Assessment (EqIA) form: Initial impact assessment

If an officer is undertaking a project, policy change or service change, then an initial impact assessment must be completed and attached alongside the Project initiation document.

EqIA Titular information:

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|---|-------------------------------------|
| Date: | October 2020 |
| Service: | Adult Services |
| Project, policy or service EQIA relates to: | Support and Care Procurement |
| Completed by: | Iftkhar Ahmed |
| Has the EQIA been discussed at services team meeting: | |
| Signed off by: | |
| Sign off date: | |

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1. Policy, Project or service information:

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:

Our ambition is for Wokingham Borough to be one of the best boroughs for adults and carers in need of support to live, where they feel safe, included and a key part of our community. Our procurement will help us achieve this ambition and with our partners will enable us to prevent, reduce and delay the need for formal care and support and where possible to improve people's health and wellbeing, focusing on prevention and self-help.

At any one time approximately 650 people are in receipt of a service, approximately 30 adult care packages are let each month totalling 360 per year. The purpose of the new procurement is to enable WBC to work with a select group of providers who have demonstrated meeting quality criteria, both to get onto the framework and on an ongoing basis. The procurement will lead to compliance with procurement regulations and help

the Council deliver the priorities as set out in the Adult Social Care Strategy ensuring that every resident is kept safe and protected through high quality service provision.

Providers on the framework will support vulnerable adults, adults with disabilities and older people to achieve the desired outcomes that are important and personal to them. They will help deliver Wokingham's ambitions for Adult Social Care in the borough, to ensure that all residents are enabled to achieve their personal goals and ambitions, in a context which promotes safety, independence and choice.

The anticipated outcomes of the procurement will be:

- There are a wide range of high quality services, that meet our residents needs and offer value for money
- A vibrant and sustainable market where people have a good choice of providers
- People are supported to remain independent in the community in their own homes
- People are enabled to build on their strengths, learn new skills and continue to live independently
- People are more familiar and confident with technology to deliver care and support
- Social isolation and loneliness is reduced, including better partnership working between private care agencies, the Voluntary and Community Sector and WBC
- Some complex needs can be met at home where appropriate without the need for residential care
- Better engagement and dialogue with providers, pro-activeness in continuous service improvement and developing services
- Enhanced carer workforce where retainment is encouraged
- Better demand and cost management by WBC allowing improved forecasting and spend analysis

The priorities and outcomes of the procurement are in line with the Adult Social Care strategy. This is strongly aligned to the objectives of the Corporate Plan for Adult Services which include shaping the market to ensure there are sufficient numbers of varied, quality care services widely accessible to those with care and support needs; increasing the number of people supported to live independently in their own home; and reducing social isolation and loneliness in older people, people with mental illness and carers.

Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members etc) have/will be consulted and informed about the project or changes:

The consultation will be informed with input from providers and operational staff.

Data from the Adult Social Care Strategy has been utilised and commissioning models will be developed based on feedback from stakeholders.

Internally, the social care leadership team has been consulted, this has been through presentations at meetings and 1 2 1 meetings as required.

External consultation has included presentations to social care providers at a Care Conference, and a virtual consultation through Pro Contract. Voluntary and Community Sector provider representatives have also been sent a copy of the proposals.

Outline who are the main beneficiaries of the Project, policy change or service change?

The procurement will benefit all vulnerable adults and carers in the borough who use or may use care and support services both now and in the future including self funders. It will also benefit social care providers. Internal staff will benefit from having a framework to call upon when sourcing care and support.

Outline any associated aims attached to the project, policy change or service change:

The procurement will help deliver the four key aims or priorities of the new Adult Social Care strategy:

- protect and safeguard adults
- prevent, reduce and delay the need for formal care and support
- promote and support choice and independence
- work in partnership and commission services that deliver quality and value for money

2. Protected characteristics:

There are 9 protected characteristics as defined by the legislation:

- Race
- Gender
- Disability
- Gender re-assignment
- Age
- Religious belief
- Sexual orientation
- Pregnancy/Maternity

- Marriage and civil partnership:

To find out more about the protected groups, please consult the EQIA guidance.

3. Initial Impact review:

In the table below, please indicate whether your project, Policy change or service change will have a positive or negative impact on one of the protected characteristics. To assess the level of impact, please assign each group a Positive, No, Low or High impact score:

For information on how to define No, low or high impact, please consult the EQIA guidance document.

If your project is to have a positive impact on one of the protected groups, please outline this in the table below.

For details on what constitutes a positive impact, please consult the EQIA guidance.

| Protected characteristics | Impact score | Please detail what impact will be felt by the protected group: |
|---------------------------|--------------|--|
| Race: | Positive | <p>The procurement recognises that the borough profile is changing and this needs to be taken into account to ensure there is equal access and provision to services for everyone.</p> <p>Through the technical aspects of the tender we will ensure that there is parity of service provision for all residents regardless of background. If providers cannot demonstrate that they can provide this, they will not be allowed to join the framework. This will also be monitored actively through Key Performance Indicators and contract monitoring meetings.</p> |
| Gender: | No | |
| Disabilities: | Positive | <p>The procurement will have the following positive impact on people with disabilities:</p> <ul style="list-style-type: none"> • Through better partnership working, they will be supported to access more of the information and advice they need to make good decisions about care and support as early as possible • They will receive high quality services that prevent their care needs from becoming more serious through reabling people where possible, including |

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| | | <p>the use of technology where possible to ensure people can achieve greater independence and control over how they want to live</p> <ul style="list-style-type: none"> • For self-funders, there will be a public list of appropriate providers that have been quality checked and will continuously be monitored – for them to choose from which will help them to be healthier. |
| Age: | Positive | <p>The procurement will have the following positive impact on people with disabilities:</p> <ul style="list-style-type: none"> • Through better partnership working, they will be supported to access more of the information and advice they need to make good decisions about care and support as early as possible • They will receive high quality services that prevent their care needs from becoming more serious through reabling people where possible, including the use of technology where possible to ensure people can achieve greater independence and control over how they want to live • For self-funders, there will be a public list of appropriate providers that have been quality checked and will continuously be monitored – for them to choose from which will help them to be healthier. |
| Sexual orientation: | No | |
| Religion/belief: | Positive | <p>The procurement recognises that the borough profile is changing and this needs to be taken into account to ensure there is equal access and provision to services for everyone.</p> <p>Through the technical aspects of the tender we will ensure that there is parity of service provision for all residents regardless of background. If providers cannot demonstrate that they can provide this, they will not be allowed to join the framework. This will also be monitored actively through Key Performance Indicators and contract monitoring meetings.</p> |
| Gender re-assignment: | No | |

| | | |
|---------------------------------|----|--|
| Pregnancy and Maternity: | No | |
| Marriage and civil partnership: | No | |

Based on your findings from your initial impact assessment, you must complete a full impact assessment for any groups you have identified as having a low or high negative impact. If No impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must report on this initial assessment and it must receive formal approval from the Assistant Director responsible for the project, policy or service change.

Initial impact assessment approved by....

Date:....