

Equality Impact Assessment

Directorate: People Adults	
Service: Commissioning	
Name of Officer/s completing assessment: Charles Ewujowoh, Interim Strategic Commissioner – Older People	
Date of Assessment: 17/11/2025	
Name of service/function or policy being assessed: Recommissioning of Extra Care Housing Care and Support Services	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The recommissioning of Extra Care Housing (ECH) services aims to secure high-quality care and support for older people who require assistance but wish to remain independent within their own homes in an extra care setting (self-contained flats). The objective is to ensure continuity of care, improve service standards, and deliver better outcomes for residents by adopting a sustainable and person-centred model.</p> <p>The proposed contract will run for 3 years with an option to extend for 2 years (total 3+2 years) at an estimated value of £4.574m, commencing 1 September 2026. The service will:</p> <ul style="list-style-type: none"> - Enable residents to live independently and with dignity. - Provide a guaranteed 24/7 on-site care presence for safety and emergency response. - Offer personalised care, choice, and control, while preventing isolation and promoting wellbeing.
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The recommissioning process will be led by the Commissioning Team, working in partnership with Contract Management, Finance, Legal, and Procurement to ensure compliance and due diligence. External care providers will deliver the service under the new contractual arrangements.</p>
3.	<p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p>

Characteristic	Positive, Negative, Neutral or Unknown Impact	Rationale for Assessment
Age	Positive	Older adults will benefit from improved care and support tailored to their needs.
Disability	Positive	Enhanced support for individuals with physical or sensory impairments and long-term conditions.
Gender Reassignment	Positive	Services will be inclusive and responsive to all gender identities.
Marriage & Civil Partnership	Positive	Equal access to services regardless of marital status.
Pregnancy & Maternity	Positive	Support will be available for residents who are pregnant or new mothers.
Race	Positive	Services will be culturally sensitive and accessible to all ethnic groups.
Religion & Belief	Positive	Care provision will respect individual beliefs and practices.
Sexual Orientation	Positive	Inclusive approach ensures equal treatment for all orientations.
Mental Health	Positive	Support will address mental health needs alongside physical care.
Other	Positive	Carers and families will benefit from improved communication and support.
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p>	
	<p>Improved quality of life for older people through person-centred care, better integration with health services, and enhanced support for carers. The recommissioning promotes equality by ensuring services are accessible, inclusive, and responsive to diverse needs.</p>	

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>No negative impacts identified.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Current Provider data, Tenant engagement, Pre-market engagement and benchmarking comparison with similar councils / peers</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Consultation undertaken with tenants and families, Older People's Partnership Board, Carer Steering Group, and provider market engagement sessions.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Positive impact anticipated by addressing gaps in care provision and promoting independence, reducing isolation, and fostering inclusion.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>No mitigation required as no negative impacts identified.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Impact will be monitored through contract management, service reviews and ongoing engagement with service users and stakeholders. KPIs will track response times, tenant satisfaction and equality compliance.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
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Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	