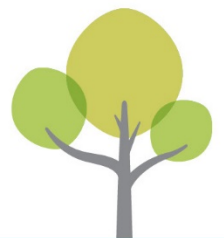


Equality Impact Assessments Toolkit

EqIA Template



You must consider the [Equality Impact Assessment Guidance](#) when completing this template.

The EDI team can provide help and advice on undertaking an EqIA and also provide overview quality assurance checks on completed EqIA documents.

EDI team contact email: edi_team@sandwell.gov.uk

Quality Control	
Title of proposal	Contract for a Reablement Service
Directorate and Service Area	Adult Social Care Health and Wellbeing Commissioning Support Unit
Officer completing EqIA	Emily Cox
Contact Details	Emily_cox@sandwell.gov.uk
Other officers involved in completing this EqIA	Ria Palmer – Commissioning Manager Ria_palmer@sandwell.gov.uk
Date EqIA completed	October 2023
Date EqIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EqIA	Rashpal Bishop
Date EqIA considered by Cabinet	
Where the EqIA is Published (please include a link to the EqIA and send a copy of the final EqIA to the EDI team)	

Section 1.

The purpose of the project, proposal or decision required

Sandwell MBC currently has a contract with five regulated providers to provide a Promoting Independence - Care at Home Service in Sandwell for eligible adults with an end date of 2nd February 2024.

Current spend is approximately £3,600,000.00 (£1.2 million per annum).

The focus is on ensuring individuals are supported to live longer, healthier lives and maintain independence with the care and support they need.

There is no option to extend the current contract in place, as this has already been used, and therefore an extension for the current contracts is being requested to enable a re-procurement exercise to be undertaken in order to ensure there is no gap in provision and to secure continuity of service.

A tendering process is due to commence in October 2023 in order to replace the current service, which will be a new Reablement Service in Sandwell. The process will result in the letting of a contract with multiple providers to provide a Service across the Borough of Sandwell.

It is proposed to re-procure the service to commence 03 May 2024, with a 4-year term (2 years, plus 2 x 12-month extension options available, with agreement).

Section 2.

Evidence used and considered. Include analysis of any missing data

Current contract documentation.

Provider feedback throughout contract term.

Utilisation figures and expenditure.

Section 3.

Consultation

- Current Promoting Independence – care at home service providers
- Local Authorities
- Internal staff/ teams
- The ICB

Section 4.

Summary assessment of the analysis at section 4a and the likely impact on each of the protected characteristics (if any)

Service users will receive a similar level of service with more of a reablement focus, but it may be provided by a different provider depending on which providers are successful in the new tender exercise. However, this will have no impact on the service users, as the service is up to 6 weeks, service users will remain with the incumbent provider until discharge/ exit and will not have to move.

The current service has worked well in assisting people to be discharged from hospital to the most appropriate setting as soon as they are medically optimised thereby relieving pressure on acute beds. In addition, the contract will also allow admission avoidance by providing care and support to individuals thereby eliminating the need for a hospital admission.

Not extending the current contracts and awarding new contracts following the re-procurement exercise will create a gap in provision, and although there is the option to spot purchase such provision once the current contracts end, having agreed contracts terms and conditions in place will ensure the providers can be held accountable.

If the Cabinet Member does not agree to the extension of current contract and to the award of proposed contracts, risks would include:

- Increased avoidable hospital admissions and discharges
- Current contracts lapse and packages are procured on a spot purchased basis with no agreed terms in place – there are no guaranteed hours in the market to support hospital discharges or to prevent unnecessary admissions into hospital
- Gap in provision, no secured continuity of service

Section 4a - What are the potential/actual impacts of the proposal on the protected characteristics?

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
Age	P	<p>The age criteria in relation to accessing the service will remain unchanged.</p> <p>The new contracts will continue to meet the needs of adults aged 18 and over with general nursing needs, older people and people with dementia experiencing mental health issues.</p> <p>The new contracts being for a longer term should be positive for Service Users in offering more continuity and more scope for service improvement processes.</p>	N/A	N/A
Disability	Ne	<p>The disability criteria in relation to accessing the service will remain unchanged. Although the disability criteria in relation to accessing the service will remain the same, by</p>	N/A	N/A

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		<p>continuation of the service and given the nature of the proposal, there would be a positive impact to people with disabilities. References to the Cabinet Report are below:</p> <p>4.2 The proposed service will provide a reablement service free of charge for up to six weeks in order to promote independence and recovery, and until assessment for long-term care is undertaken.</p> <p>4.4 domiciliary care being provided at a faster pace and for a shorter period of time to allow care needs to be assessed and long-term provision to be determined.</p> <p>4.7 The proposed block contract will provide immediate access for people in the community in order to avoid hospital admission, or to support a discharge from hospital.</p> <p>4.14 It is essential that every individual has the opportunity for reablement considered whichever</p>		

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		<p>referral route they are progressed through.</p> <p>4.18 A reablement service is considered to be successful as an assessment period in ensuring a person does not have commissioned a long-term care package unnecessarily.</p>		
Gender Reassignment	Ne	<p>There is no change relating to this characteristic.</p> <p>There is no impact specific to this protected group. The service will be available to all adults eligible for this care service regardless of gender reassignment.</p>	N/A	N/A
Marriage and civil partnership	Ne	<p>There is no change relating to this characteristic.</p> <p>There is no impact specific to this protected group. The service will be available to all adults eligible for</p>	N/A	N/A

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		this care service regardless of marriage and civil partnership status.		
Pregnancy and maternity	Ne	<p>There is no change relating to this characteristic.</p> <p>There is no impact specific to this protected group. Although the service will be available to all adults eligible for this care services regardless of pregnancy or maternity status, it is unlikely this protected group would access such service as alternative, more suitable provision is available.</p> <p>as alternative, more suitable provision is available.</p>	N/A N/A	
Race	Ne	There is no change relating to this characteristic.	N/A	N/A

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		There is no impact specific to this protected group. The service will be available to all adults eligible for this care service regardless of race		
Religion or belief	P	There may be a positive impact on this characteristic as the service Providers are commissioned to support service user to continue to maintain religious practices during the support service period.	N/A	N/A
Sex	Ne	There is no change relating to this characteristic. There is no impact specific to this protected group. The service will be available to all adults eligible for this care service regardless of sex.	N/A	N/A
Sexual Orientation	Ne	There is no change relating to this characteristic.	N/A	N/A

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		There is no impact specific to this protected group. The service will be available to all adults eligible for this care service regardless of sexual orientation.		
Could other socio-economic groups be affected?				
Carer Low income groups Veterans/Armed Forces Community Other	Ne	<p>There is no impact specific to this protected group.</p> <p>Will it support carers who are supporting people with long term care and support needs? – it will provide respite for carers for the hours identified in a service users assessment.</p> <p>Do more people who require reablement services enter into the low-income bracket? – not relevant</p>	N/A	N/A

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		as service is free so not means tested.		

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then please move to Sections 6.

5. What actions can be taken to mitigate any adverse impacts?

None.

6. Section 6: Decision or actions proposed

None.

7. Monitoring arrangements

The monitoring of the performance of the contracts will be undertaken by officers of the Council within Adult Social Care.

Data relating to those individuals referred to the service will be monitored to ensure that any issues can be addressed in real time, which includes performance returns, breach information, safeguarding, feedback from reviews and the CQC information.

Section 8 Action planning (if required)

Actions to mitigate any operational risks have been considered in the risk management plan for the process.

Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress

If you have any suggestions for improving this process, please contact EDI_Team@Sandwell.gov.uk