

Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Adults and Health	Service area: Contracts and Commissioning
Lead person: Michelle Atkinson	Contact number: 0113 3783848
Date of the equality, diversity, cohesion and integration impact assessment:	

1. Title: Residential and Nursing Care Home Procurement
Is this a:
<input type="checkbox"/> Strategy /Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Michelle Atkinson	LCC	Commissioning Manager
Louise Morgan	LCC	Commissioning Officer

3. Summary of strategy, policy, service or function that was assessed:

Leeds City Council is re-commissioning the Residential and Nursing Care Home provision in the city and intends to undertake a procurement process to implement a new framework agreement which will commence 1st July 2018 and expire 31st March 2023.

A procurement process based on an application process will be undertaken to ensure a range and choice of care homes across the city. The documentation to be used has been co-produced with key stakeholders including service providers, service users and their family members. A copy of the consultation report can be obtained by contacting Michelle Atkinson (michelle.l.atkinson@leeds.gov.uk) The care homes receive differing fee levels depending upon the type of service provision that is supplied (residential, residential dementia, nursing or nursing dementia) and this will continue to be the case going forward.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)**4a. Strategy, policy or plan**

(please tick the appropriate box below)

The vision and themes, objectives or outcomes

The vision and themes, objectives or outcomes and the supporting guidance

A specific section within the strategy, policy or plan

Please provide detail:**4b. Service, function, event**

please tick the appropriate box below

The whole service
(including service provision and employment)A specific part of the service
(including service provision or employment or a specific section of the service)

Procuring of a service (by contract or grant)	<input checked="" type="checkbox"/>
<p>Please provide detail: Procurement (based on an application process) of independent sector older people's residential and nursing care homes by application to a framework arrangement.</p>	

5. Fact finding – what do we already know
Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

The proposed procurement related activity will not have a direct impact on any individual currently placed in a care home. Access to the services will not be changed and will continue to be based on an assessment of need undertaken by Adults and Health (and for self-funders by the care home themselves) thus there will be no organisational barriers to accessing these services due to the procurement process.

All care home providers are by law required to be registered with the Care Quality Commission (CQC) who undertake inspections of the care homes to ensure that the fundamental standards are being met. This will still be the case whilst the procurement process is on-going and throughout the lifetime of the next framework agreement.

The Fundamental Standards inspected against by CQC specifically require service providers to carry out a holistic person centred assessment to ensure that they can meet all of the identified needs and personally identified outcomes of the service user including any such needs deriving from protected characteristics. This ensures that the provider has the staff with the skills, knowledge and experience to ensure both needs and personally identified outcomes can be successfully met.

The findings of such inspections are backed by a series of legally enforceable sanctions available to CQC including removing registration which would in effect be a requirement to close the provision if it continuously fails to meet standards.

CQC are required to undertake Human rights and equality impacts assessments and these can be found at:

<http://www.cqc.org.uk/about-us/our-strategy-plans/equality-human-rights-impact-assessments>

Service users and their family members, care staff and care home managers have been consulted about service provision and their views have been incorporated into the revised service specification and quality standards wherever possible. (The report can be obtained from Michelle.I.atkinson@leeds.gov.uk)

Service providers have given positive feedback about the implementation of a Care Quality Team who though part of LCC, will proactively work with service providers to enhance the quality of services and the proposed changes to the Leeds City Council Adults and Health quality standards which will inform our own monitoring process leading to improved quality of care within the city.

LCC monitors data on equality and diversity characteristics of the service users we fund in the independent sector residential and nursing care homes, allowing analysis of profiles to identify differences in representation and then understand the reasons for these differences and this will continue to be the case.

This information will be monitored to identify any potential barriers to accessing the service.

Are there any gaps in equality and diversity information

Please provide detail:

We have information relating to the ethnicity, age and gender of people that we fund in care homes in Leeds, We will not fully know which homes will enter into a Framework Agreement with Leeds City Council until contracts are awarded. However, individual needs will continue to be met and therefore there will be no negative impact.

Action required:

Continue to monitor equality and diversity issues during contract monitoring

Utilise CQC reports to identify issues of equality and diversity

Ensure that equality and diversity forms a key part of the work of the Care Quality Team

Continue to develop links with Health watch regarding service user perception of services

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

We have consulted with Care Home Providers, users and carers, representatives of older people, a Healthwatch representative, key stakeholders, representatives from NHS CCGs and Elected Members.

Residents, family members and representatives of Service Users and Carers have also been consulted.

Action required:

Continue to gather information especially from contract monitoring, CQC and healthwatch visits to inform our own in house quality monitoring

7. Who may be affected by this activity?
 please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Race	<input type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation	
<input type="checkbox"/> Other		

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:
 Adult Social Care commission care home services for older and disabled people. We will not fully understand the impact on other equality characteristics until the contract award stage. However, the access route and needs assessment will not change.

Stakeholders

<input checked="" type="checkbox"/> Services users	<input checked="" type="checkbox"/> Employees	<input type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input checked="" type="checkbox"/> Members	<input checked="" type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		

Potential barriers.

<input type="checkbox"/> Built environment	<input type="checkbox"/> Location of premises and services
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Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

Potential barriers – Information and Communication and Consultation and Involvement relates to difficulties we may have in consulting with some residents and their families because of their care needs (people with dementia as an example)

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

The review and subsequent changes to the service specification and quality standards will improve the standard of services in care homes, and potentially across the care market in Leeds generally.

It will also ensure there is appropriate provision to meet future need, including for example LGBT

The implementation of a Care Quality Team will also drive up quality within the care sector, including ensuring a match between individual's needs and personal outcomes and the ability of services to successfully meet those needs, as will the introduction of a Leadership Academy and Registered Managers Network..

Action required:

The impact does not advantage any equality characteristic more than any other, and continued monitoring and data gathering will provide assurance that this continues

8b. Negative impact:

The review has identified an under-provision of places for people with challenging/complex needs and behaviours within the sector.

Further detailed work is being undertaken with the sector, CCG and Health colleagues to identify how we can help services to develop to a level where high quality appropriate services are available for this groups

Action required:

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Action required:

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

Action required:

11. Could this activity be perceived as benefiting one group at the expense of

another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Action required:

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Action required: Continue to monitor equality and diversity issues during contract monitoring	1 st July 2018 to 31 st March 2023	Care homes will be asked to provide equality monitoring during contract visits and as a minimum on an annual basis	Jason Lane
Utilise CQC reports to identify issues of equality and diversity	1 st July 2018 to 31 st March 2023	CQC reports will be checked by the contracts team and any issues that are identified will be raised with the home and evidence sought that issues have been rectified.	Jason Lane
Ensure that equality and diversity forms a key part of the work of the Care Quality Team	1 st July 2018 to 31 st March 2023	The Care Quality Team will work with all commissioned care homes as part of their objectives	Mark Phillott
Continue to develop links with Health watch regarding service user perception of services	1 st July 2018 to 31 st March 2023		

Action	Timescale	Measure	Lead person

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Date impact assessment completed		

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: