

EQIA Submission – ID Number

Section A

EQIA Title

Re-Procurement of the Community Mental Health and Wellbeing Service

Responsible Officer

Keri Spring - ST SC

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

Commissioning/Procurement

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Adult Social Care and Health

Responsible Service

Strategic Commissioning

Responsible Head of Service

Sharon Dene - ST SC

Responsible Director

Clare Maynard - ST SC

Aims and Objectives

Kent County Council (KCC), Kent & Medway CCG (K&M CCG) and Medway Council are responsible for providing mental health and wellbeing services in Kent and Medway.

In line with national guidance and the NHS Five Year Forward View, KCC and K&M CCG jointly procured an integrated offer of community mental health and wellbeing support, which was soon named Live Well Kent (LWK). A competitive procurement process was used to select Strategic Partners. Tender submissions were evaluated against robust criteria to evidence each bidder's ability to enable and support a flourishing network of providers and ensure delivery of quality services to meet the needs of local residents.

The service commenced on 1 April 2016 and ends on 31 March 2023.

The vision for LWK is to keep people well and provide a holistic offer of support for individuals living with and without a mental health diagnosis. The outcome-based contract was designed to engage people in innovative approaches to improving their mental health and wellbeing, based on their individual needs. LWK aims to help prevent entry into formal social care and health systems, reduce suicide and prevent negative health outcomes associated with poor mental health.

The outcome-based contract was designed to engage people in innovative approaches to improving their mental health and wellbeing, based on their individual needs and has a system outcome to reduce stigma and discrimination.

The service is delivered by two Strategic Partners, Porchlight and Shaw Trust, who take on a market stewardship role to build capacity and sustainability within the voluntary sector network, which is funded through the contract. The network has changed over the life of the contract, responding to the needs of users. The contract limits the amount Strategic Partners can deliver themselves.

The service provides a universal offer across Kent, supported by the LWK website. Providers actively promote positive wellbeing messages to reduce mental health stigma in communities. The service is targeted at individuals who reside in the most deprived quintiles (quintiles 1 and 2), where there are higher levels of mental illness.

A comprehensive service review was conducted in 2019, which identified that LWK continues to deliver successful outcomes in line with the original vision for the service, supporting the market to increase and improve the overall offer of mental health and wellbeing interventions available in Kent.

Market and stakeholder engagement and a public consultation was undertaken in 2021 to gather views to shape the new service specification and contract before a formal procurement process commenced in May 2022.

A key decision taken by the Cabinet Member for Adult Social Care and Public Health on 31 March 2022 approved the commencement of a procurement to award a new Community Mental Health and Wellbeing Services Contract, for a maximum of five years (three years plus one two-year extension).

Governance approval to be sought to award the contract for the provision of Community Mental Health and Wellbeing Services commencing 1 April 2023. This EQIA will inform decision making.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

KCC Adult Social Care
 KCC Public Health
 Kent & Medway Clinical Commissioning Group
 Medway Council Adult Social Care and Public Health
 Residents
 People who access the service
 Providers (including VCSE)

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

Yes

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

Staff/Volunteers

Residents/Communities/Citizens

Residents/communities/citizens

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts

Overall, the equality impacts of Community Mental Health Service (Commonly Known as Live Well Kent - LWK) are positive, with minimal potential that the service eligibility criteria for mental health housing related support regarding age could be interpreted as having low adverse impacts.

The service specification states:

- Equal Opportunities - In carrying out the Services the Service Provider will be "exercising public functions" for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver Services accordingly. The Equality Act 2010 relates to people who access the service and employees. The Service Provider has responsibilities as a provider to people who access the service and as an employer to its employees. Services will respond positively to the needs of all groups who have a protected characteristic within the Equality Act 2010. These characteristics are race, religion or belief, sexual orientation, pregnancy and maternity, age, disability, gender and gender identity. The Service is expected to engage with these groups through all necessary means to ensure inclusion is in a positive and meaningful way. In delivery of any services commissioned on behalf of Kent County Council, Service Providers must demonstrate awareness and be responsive to the accessibility and needs of groups described above either in or attempting to access services. Accessibility relates to (but is not limited to); physical and mental impairment, communication needs those with either a hearing or sight impairment, translation/interpretation if English is not a first language, the expectation with regards to acceptance of individuals defined under gender identification, respect of faith and beliefs. The Equality Act 2010 replaces the Disability Discrimination Act 1995 (reviewed 2005). Proof of compliance will be required in the form of a current and up to date Access Audit with an action plan outlining any needs and how these will be addressed.

The contract (clause 25 – Equalities) stipulates that:

- The Supplier shall and shall ensure its Sub-Contractor's and Staff at all times comply with the requirements of the Equality Act 2010 and all other related statutory and regulatory requirements and the Council's policies and procedures copies of which are available on request relating to equal opportunities and shall not treat any person or group of people less favourably than another on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, marriage and civil partnerships.

The service currently and will continue to be provided based on the assessed needs of each individual, tailoring the support offered as appropriate, without discrimination on the grounds of protected characteristics. The service takes and will continue to take a trauma informed care approach to delivery and acknowledges that trauma may often be related to an inequality experienced on the grounds of a protected characteristic (or many); therefore, this service promotes positive impacts for all protected groups. LWK will tailor support based on the demographic make-up of locations and develops support services for specific groups.

There is evidence that diverse groups are engaging with the service, and no signs of indirect discrimination have been identified in the practices. This will be monitored throughout the new contract.

A due regard to the Equality Act 2010 was given during re-procurement of the service. Commissioners will make sure this ethos will be embedded in the contract and reflected in the service provision.

The successful Strategic Partners will engage with people who access the service and the Delivery Network (Sub contactors delivering service) to provide support interventions that not only make a positive difference, but also do so in ways that respect and value diversity. Addressing the causes and consequences of stigma, discrimination, social inequality, and exclusion of people requiring support in and through the Service. This will involve supporting the procurement of interventions through the innovation fund to test and pilot new offers as need arises.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No

Details of negative impacts for Age

Not Applicable

Mitigating Actions for Age

Not Applicable

Responsible Officer for Mitigating Actions – Age

Not Applicable

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No

Details of Negative Impacts for Disability

Not Applicable

Mitigating actions for Disability

Not Applicable

Responsible Officer for Disability

Not Applicable

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex

No

Details of negative impacts for Sex

Not Applicable

Mitigating actions for Sex

Not Applicable

Responsible Officer for Sex

Not Applicable

22. Negative Impacts and Mitigating actions for Gender identity/transgender

Are there negative impacts for Gender identity/transgender

No

Negative impacts for Gender identity/transgender

Not Applicable

Mitigating actions for Gender identity/transgender

Not Applicable

Responsible Officer for mitigating actions for Gender identity/transgender

Not Applicable

23. Negative impacts and Mitigating actions for Race

Are there negative impacts for Race

No

Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief
Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships
Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No
Negative impacts for Carer's responsibilities
Not Applicable
Mitigating actions for Carer's responsibilities
Not Applicable
Responsible Officer for Carer's responsibilities

Not Applicable