# **EQIA Submission – ID Number Section A**

# **EQIA Title**

Recommissioning of the Older Persons Residential and Nursing Contract

**Responsible Officer** 

Stella Ajuwa - 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 and Corporate Services

**Responsible Head of Service** 

Simon Mitchell - ST SC

**Responsible Director** 

Clare Maynard - ST SC

#### **Aims and Objectives**

The Council has a statutory duty to provide services to those people who require care. The Authority currently commissions a range of adult social care services from the independent sector to meet the needs of individuals deemed to be eligible in accordance with the Care Act 2014 following a Care Act assessment. The Older Persons Residential and Nursing care services fall under the Adult Social Care function within the Council.

The current Older Persons Residential and Nursing Contract started 1 April 2016 and is due to expire on 31st March 2024. The aim of the recommissioning is to ensure the right residential and nursing accommodation is available for the people of Kent.

As part of the recommissioning, an equality impact analysis was carried out which identified both positive and negative impacts on the intended client group. As the contract is mainly for people aged 65 years and over with support needs including disabilities, the analysis highlighted a need to have mitigations in place to manage the changes the recommissioning of the contract will bring. This includes having an open DPS model to encourage current providers to retender for the contract thereby minimising disruption, working closely with operational teams to manage anxieties and working with placement teams on the repurchasing of a new service within the new contract.

On the other hand, there will also be positive impacts of the recommissioning as clients in need of residential and nursing accommodation will be able to have their needs met in an appropriate setting.

# 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?

Adult Social Care and Health Colleagues

Short Term Pathways

Providers- Partially done

Service users- To be done

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

Nο

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

No

**Residents/Communities/Citizens** 

No

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**

Age: Contract is mostly for persons aged 65 years and the recommissioning will ensure that people in need of care homes accross Kent can do so at a fair price. The recommissioning will also consider current gaps in service provision such as those in need of a bariatric service as well as a seperate health lot that will enable quicker discharges into the community

Disability: People's health and disability needs can be met within the most appropriate setting as contract will have a range of bed types dedicated to their needs. The contract also aims to ensure that there are outcomes focused KPIs that will require providers to evidence how they are delivering good quality care.

# **Negative impacts and Mitigating Actions**

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

Yes

# **Details of negative impacts for Age**

Possibe risk that some providers may choose not to tender for new service or may not be successful with their application to join the DPS

Current residents may experience anxiety as a result of the recommissioning activity as it may bring on change

#### Mitigating Actions for Age

Open DPS Model to alow for providers to join at anytime and attract new business

Negotiations and support to providers who are unsucessful

Involve residents and carry out engagement to reduce anxieties

### Responsible Officer for Mitigating Actions – Age

Heidi Ward

# 20. Negative impacts and Mitigating actions for Disability

# Are there negative impacts for Disability?

Yes

# **Details of Negative Impacts for Disability**

Possibe risk that some providers may choose not to tender for new service or may not be successful with their application to join the DPS leading to less providers

Current residents with disabilities may experience anxiety as a result of the recommissioning activity as it may bring on change

#### Mitigating actions for Disability

Open DPS Model to alow for providers to join at anytime and attract new business

Negotiations and support to providers who are unsucessful

Involve residents and carry out engagement activities to reduce anxieties

# **Responsible Officer for Disability**

Heidi Ward

# 21. Negative Impacts and Mitigating actions for Sex

#### Are there negative impacts for Sex

No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval

#### **Details of negative impacts for Sex**

Not Completed

# Mitigating actions for Sex

Not Completed

# **Responsible Officer for Sex**

Not Completed

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

#### Are there negative impacts for Gender identity/transgender

No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval

# Negative impacts for Gender identity/transgender

**Not Completed** 

#### Mitigating actions for Gender identity/transgender

Not Completed

# Responsible Officer for mitigating actions for Gender identity/transgender

Not Completed

# 23. Negative impacts and Mitigating actions for Race

#### Are there negative impacts for Race

No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval

#### **Negative impacts for Race**

Not Completed

#### Mitigating actions for Race

Not Completed

# **Responsible Officer for mitigating actions for Race**

**Not Completed** 

# 24. Negative impacts and Mitigating actions for Religion and belief

#### Are there negative impacts for Religion and belief

No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval

#### Negative impacts for Religion and belief

Not Completed

# Mitigating actions for Religion and belief

Not Completed

# Responsible Officer for mitigating actions for Religion and Belief

Not Completed

# 25. Negative impacts and Mitigating actions for Sexual Orientation

# Are there negative impacts for Sexual Orientation

No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval

#### **Negative impacts for Sexual Orientation**

Not Completed

# **Mitigating actions for Sexual Orientation**

Not Completed

# **Responsible Officer for mitigating actions for Sexual Orientation**

Not Completed

# 26. Negative impacts and Mitigating actions for Pregnancy and Maternity

#### Are there negative impacts for Pregnancy and Maternity

No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval

#### **Negative impacts for Pregnancy and Maternity**

Not Completed

# Mitigating actions for Pregnancy and Maternity

Not Completed

# Responsible Officer for mitigating actions for Pregnancy and Maternity

Not Completed

# 27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships

# Are there negative impacts for Marriage and Civil Partnerships

No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval

# **Negative impacts for Marriage and Civil Partnerships**

Not Completed

# Mitigating actions for Marriage and Civil Partnerships

Not Completed

#### **Responsible Officer for Marriage and Civil Partnerships**

Not Completed

# 28. Negative impacts and Mitigating actions for Carer's responsibilities

#### Are there negative impacts for Carer's responsibilities

No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval

# **Negative impacts for Carer's responsibilities**

Not Completed

Mitigating actions for Carer's responsibilities
Not Completed
Responsible Officer for Carer's responsibilities
Not Completed