

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?

No

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 across 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 separate 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

Possible 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 allow for providers to join at anytime and attract new business
Negotiations and support to providers who are unsuccessful
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
Possible 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 allow for providers to join at anytime and attract new business
Negotiations and support to providers who are unsuccessful
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