

EQIA Submission – ID Number

Section A

EQIA Title

ASC 202526 Provider Uplift decision

Responsible Officer

Richard Ellis - AH EK

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Richard Smith - AH CDO

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

Adult & Integrated Commissioning

Responsible Head of Service

Richard Smith - AH CDO

Responsible Director

Richard Smith - AH CDO

Aims and Objectives

To agree the annual uplift of adult social care commissioned services, taking into account cost pressures on adult social care providers, the costs of employment for those who directly employ personal assistants through Direct Payments, the resources made available to Kent County Council by Government and the other financial pressures on the service. For 2025/26 this is particularly challenging given the impact of the Autumn Budget on the costs of employment from the above inflation increase in the National Living Wage and the changes in employer national insurance contributions, which combined increase cost of employment up to 11%. Adult social care providers meet the needs of people who might be vulnerable, who disproportionality have protected characteristics and as a means tested service they are disproportionally economically disadvantaged.

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?
We have engaged with social care provider representatives and will continue to do so.
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 No
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
The aim of the annual uplift process is to try to protect services by reflecting increased costs of delivery in our fee levels. This way we protect the interests of those who draw on care and support. Our contracts refer to December CPI but also the affordability of any uplifts. The proposal is for an average uplift above expected December CPI, but less than the increase in the national living/minimum wage.
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
Older people make up a significant proportion of those that draw on care and support. For KCC it is currently 78.4% of the people we support. Given the increase in employment costs and the inadequate financial settlement, providers may choose to exit care provision or stop accepting placements from KCC. This may limit choice, cause delays in accessing care, or in the case of provider failure or withdrawal a change in care provider or care home.
Mitigating Actions for Age
We have an established process for managing provider failure. We also have a team dedicated to arranging care. We will continue to engage with the sector to try to ensure sufficient provision.
Responsible Officer for Mitigating Actions – Age
Richard Ellis
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
Yes
Details of Negative Impacts for Disability
People with disabilities make up a significant proportion of those that draw on care and support. Given the increase in employment costs and the inadequate financial settlement, providers may choose to exit care provision or stop accepting placements from KCC. This may limit choice, cause delays in accessing care, or in the case of provider failure or withdrawal a change in care provision.
Mitigating actions for Disability
We have an established process for managing provider failure. We also have a team dedicated to arranging care. We will continue to engage with the sector to try to ensure sufficient provision. We can offer direct payments as an alternative if someone who draws on care and support wishes to arrange their own

support.
Responsible Officer for Disability
Richard Ellis
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
Yes
Details of negative impacts for Sex
Women make up 63.5% of the people who draw on KCC arranged care and support. Given the increase in employment costs and the inadequate financial settlement, providers may choose to exit care provision or stop accepting placements from KCC. This may limit choice, cause delays in accessing care, or in the case of provider failure or withdrawal a change in care provision.
Mitigating actions for Sex
We have an established process for managing provider failure. We also have a team dedicated to arranging care. We will continue to engage with the sector to try to ensure sufficient provision. We can offer direct payments as an alternative if someone who draws on care and support wishes to arrange their own support.
Responsible Officer for Sex
Richard Ellis
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
Yes
Negative impacts for Gender identity/transgender
Only 0.1% of people who draw on care and support are recorded as identifying as transgender. A reduction in the number of providers we can work with may further reduce the ability meet transgender people's needs.
Mitigating actions for Gender identity/transgender
When we re-commission our services, we will see if there are providers who are able and willing to meet the needs of gay, lesbian, bisexual or transgender people who draw on care and support.
Responsible Officer for mitigating actions for Gender identity/transgender
Richard Ellis
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
Yes
Negative impacts for Race
1.2% of people who draw on care & support are recorded as Asian/Asian British; 1.2% Black, Black British Caribbean or African; 0.4% Mixed/Multiple ethnic groups, and 0.5% other ethnic groups. In 11.2% of cases ethnicity is not recorded. A reduction in the choice of providers may erode confidence that the needs of people from non-white ethnic backgrounds can be met.
Mitigating actions for Race
Meeting the needs of individuals, including those that arise with different ethnicities, are requirements of our contracts and providers registration with CQC. When we re-commission our contracts we will test whether there are providers who wish to particularly focus on particular communities.
Responsible Officer for mitigating actions for Race
Richard Ellis
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
Yes
Negative impacts for Religion and belief
For people who draw on KCC arranged care & support, 36.1% are recorded as being having a faith, 23.8% are recorded as having no religion, and 40.1% are not recorded. A retraction in supply (and therefore choice) may reduce the chances of finding providers who can meet the needs of faith groups.

Mitigating actions for Religion and belief
Meeting the needs of individuals, including those that arise from their faith, are requirements of our contract. When we re-commission our contracts we will test whether there are providers who wish to particularly focus on faith communities.
Responsible Officer for mitigating actions for Religion and Belief
Richard Ellis
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
Yes
Negative impacts for Sexual Orientation
Of those who draw on KCC arranged care and support, 0.5% are recorded as identifying as gay or lesbian,. 0.1% bisexual, 0.2% as other. This is lower than the accepted national prevalence rates. In over 10% of cases it is either not recorded or recorded as 'prefer not to say'. This suggests that there is both a recording issue and an issue of confidence that adult social care will understand and respect their identity.
Mitigating actions for Sexual Orientation
Meeting the needs of individuals, including those that arise from their sexual orientation, are requirements of our contract. When we re-commission our contracts we will test whether there are providers who wish to particularly focus on non-geographic communities.
Responsible Officer for mitigating actions for Sexual Orientation
Richard Ellis
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
Yes
Negative impacts for Marriage and Civil Partnerships
28.2% of people who draw on care and support are record as being married, 0.1% as being in civil partnerships, and 1.6% cohabiting. A reduction in choice of providers may make it harder to support couples to remain together.
Mitigating actions for Marriage and Civil Partnerships
Our aim is to support people in a home of their own, including options like Extra Care Housing, which can better support couples to remain together than residential care. Through our accommodation strategy we are aiming to expand the extra care and supported living offer, so it is available to support more people including couples.
Responsible Officer for Marriage and Civil Partnerships
Richard Ellis
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
Yes
Negative impacts for Carer's responsibilities
If there is a reduction in providers working with KCC, the care and support that wraps around family and other unpaid carers may be disrupted.
Mitigating actions for Carer's responsibilities

We are re-commissioning our carers support service to ensure that it better meets their needs. In the event of provider failure/withdrawal, we will include carers in the decision making about alternative arrangements.

Responsible Officer for Carer's responsibilities

Mark Albiston