

<b>Name of proposal/policy</b>	Home Care Contracts Relet	<b>Budget number (if applicable)</b>	
<b>Service area responsible</b>	Adult Social Services, Commissioning	<b>Cabinet meeting date</b>	n/a
<b>Name of completing officer</b>	Cathi Sacco	<b>Date EqIA created</b>	31 May 2017
<b>Approved by Director / Assistant Director</b>	Michelle Quinn	<b>Date of approval</b>	2 June 2017

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact [equalities@northamptonshire.gov.uk](mailto:equalities@northamptonshire.gov.uk)

## PART 1

### Description of current provision/policy and main beneficiaries/stakeholders

Currently home care services are provided to an estimated 2600 people in Northamptonshire per year whose care is financially supported by NASS and who have met the eligibility criteria for council-funded services. Most people who receive the service are older people; some young adults with a learning and/or physical disability also receive support through the current contracts. The service is purchased in hours or part hours and the volume purchased has increased by an estimated 15% in the past year, due in part to the increase in needs of individuals, and also in relation to the policy to support people to live in their own home for as long as possible.

### Description of proposal under consideration/development

The current contracts end March 2018 following an approved extension, and there is a legal requirement to retender. The retender strategy is to secure easy and quick access to quality home care at a fair cost and to ensure a sustainable local market. A fixed price (hourly fee) will be set by NCC based on consultancy work carried out by CareAnalytics, and tenderers will be allowed to bid for one or more of 15 operational (or geographic) zones. Lead Providers will be awarded contracts and will be expected to provide 70-80% of the volume of home care in their zone; the remainder provided by current 'Tier 2' contracts at a fair price. The contract will be for 4 years, with the opportunity to extend for an additional 2 years.

### Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published)	Please summarise what the data tells us
CareFirst , Census	Approximately 1700 people are provided home care services per week by NASS. People move into and out of the service, and 2,629 people received a service in 2016/2017. The majority of clients are female, and most are elderly (almost 70% of clients are 75+ years old). Small numbers of younger adults with learning or physical disabilities receive a service, although some of these packages of care are very large. Overall 4% of the Northamptonshire population age 85+ receive a home care service arranged by NASS. 27% of those receiving a service live in Northampton borough.

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
<b>Sex</b>			✓	
<b>Gender Reassignment</b>			✓	
<b>Age</b>			✓	
<b>Disability</b>	✓			
<b>Race &amp; Ethnicity</b>			✓	
<b>Sexual Orientation</b>			✓	
<b>Religion or Belief (or No Belief)</b>			✓	
<b>Pregnancy &amp; Maternity</b>				
<b>Human Rights (see articles in toolkit)</b>			✓	
<b>Other Groups (rural isolation, socio-economic exclusion etc)</b>	✓			

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>The new contractual arrangements for Personal Support and Care Services will not negatively impact upon any group within the community. There will be a positive impact for people with disabilities as they will be able to remain living in the community through provision of this specialist support service.</p> <p>The contracted providers will be required to produce policies to ensure that all customers are served with respect and without discrimination; this will be in line with policies required to maintain registration with Care Quality Commission (CQC).</p> <p>The satisfaction of customers in relation to the outcomes achieved will be regularly reviewed. The profile of the current workforce reflects the diversity within the community and will continue to do so.</p> <p>There may be a transition period where the services provided to current service users are moved from one provider to the next, in response to TUPE</p>	<p>A mobilisation plan will be developed to help support any necessary changes which could be required as a result of the outcomes of the tender process.</p>

<p>legislation. The impact will be that individuals may have a new care worker, and may have their care provided from a different company. The type of service they receive will remain unchanged.</p>	
--	--

<p><b>Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2</b></p>
<p>No</p>

**PART 2 – if required**

<p><b>Consultation, follow up data and information gathered from actions identified above</b></p>	
	<p><b>What does this information tell us?</b></p>

<p><b>Final impact analysis (taking the findings from Part 2 into account) – including review date if required</b></p>
<p></p>