



Equality Impact Assessment (EqIA)

This EqIA is for:

Review of External Contracts

Details are set out:

Report to 7th January 2019 ASC&PH Committee: *Adult Social Care and Health – Update on Departmental Initiatives*

Officers undertaking the assessment:

Lyn Farrow, Commissioning Manager, ASCH

Assessment approved by:

Paul Johnson

Date: 16.11.18

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

This EqIA accompanies the proposal to make a number of reductions to the value of contracts for a range of externally contracted services.

Following a review of adult social care contracts with independent and voluntary sector providers, three contracts have been identified with the potential to deliver savings.

Service 1 is a 24 hour Response Service. It is currently under-going a retender. It is anticipated that efficiencies can be achieved through changes to the payment mechanism under the new contract for this service, which provides assistive technology linked support primarily aimed at older people. Therefore no reduction is anticipated to service capacity.

Services 2 and 3 provide early intervention and promoting independence support to older adults and younger adults. Both have recently been reviewed prior to an extension of contract. Discussions have taken place with two services about getting most effective use of the level of service available and the reductions proposed reflect a combination of current spare capacity and plan for more effective use of the service levels available. The proposed reductions are not expected to adversely affect the services offered.

No NCC staff will be affected by these changes. Services 2 and 3 are both externally contracted. The reduction in value of the contract will result in a reduction in staffing levels within those services. Each of the service providers will need to determine whether redundancies will be required to achieve this reduction. The services affected are aware of the proposed reductions.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>Including ethnic origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Marriage or civil partnership	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

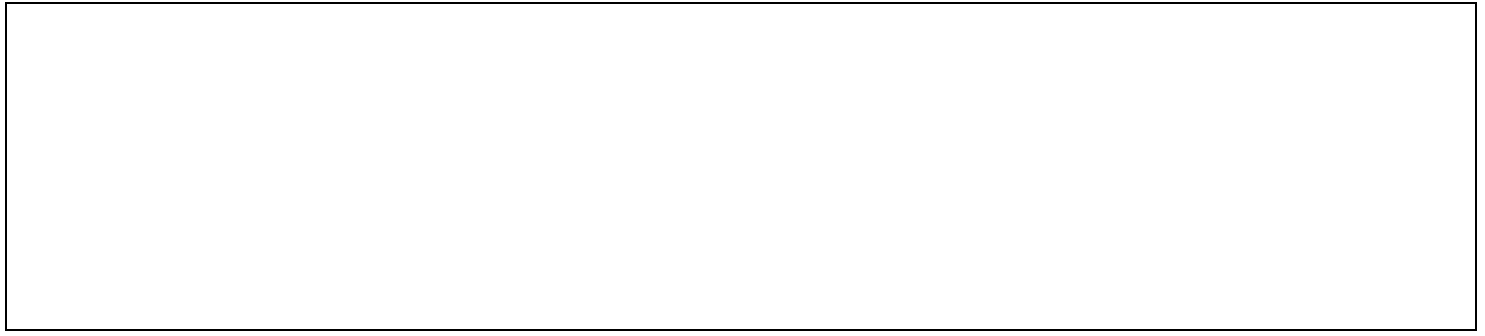
3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
Without the mitigating circumstances, the reduction might otherwise impact the availability of prevention and promoting independence support to old people with disabilities.	The potential impact of the proposed contract reductions will be mitigated by: i) Efficiencies achieved through a change in the contract payment arrangement under a retendered contract. ii) Currently unutilised capacity. iii) Working with contracted providers to drive delivery of more effective service. iv) The availability of alternative provision through Notts Enabling Service.	

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Feedback from the contracted provider of the service in the south of the county is that this reduction has been anticipated, based on failure to address currently lower than target referral rates to the service.



Completed EqIAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website before a decision is made.