

CARDIFF COUNCIL

Equality Impact Assessment
Corporate Assessment Template
Appendix 10



Project Title: Recommissioning of Domiciliary Care – A Two Year Plan for Cardiff Care At Home
New/Existing/Updating/Amending:

Who is responsible for developing and implementing the Project?	
Name: Angela Bourge	Job Title: Operational Manager
Service Team: Strategy, Performance & Resources	Service Area: Social Services
Assessment Date: 03/12/19	

1. What are the objectives of the Project?

The project aims to implement a new approach to the commissioning arrangements for the future delivery of domiciliary care for Adults & Children and their families in Cardiff. The project will ensure individuals who have been assessed as having care and support needs, will be supported to live as independently as possible, for as long as possible, in their own homes and communities.

The project aims to ensure that commissioned providers deliver services in a locality based approach, complimenting strength-based social work practice. The project will promote a move away from a time and task model to more flexible, outcome-focused care, promoting long-term stability of the sector. The development of the proposed new approach has been co-produced with providers and individuals who receive care and their families

2. Please provide background information on the Project and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Cardiff Council has taken a number of different approaches to securing domiciliary care over the past 14 years. These approaches have included Spot and Block contracting arrangements from 2006-2010, Framework agreements in 2010 and an Approved Provider List (APL) from 2014 to date. A review of these approaches has been undertaken to inform arrangements going forward, learning lessons from what worked well and what worked less well.

Under the current arrangements for Adult Services, all providers accredited and enrolled on the Council’s Accredited Provider List (APL) are able to select the localities (based on residential wards) that they wish to deliver services in and the client groups they wished to support. Packages are issued electronically to all APL providers who

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have chosen to support the relevant client group and provide services in that particular area. However, in reality, most providers on the APL select to deliver packages in every area of the City to a variety of (or in some cases, all) client groups.

Packages are awarded using an evaluation criteria that is made up of quality and price. The APL operates as a Dynamic Purchasing System (DPS) to support and develop an active market of quality providers. There are currently 85 care providers accredited on the APL, with care currently being delivered by approximately 53 providers. The care is split across 6 client groups; Older People (OP), Mental Health Services for Older People (MHSOP), Learning Disability (LD), Mental Health (MH), Physical, Sensory Impairment (PSI), Substance Misuse (SM).

Domiciliary care for children and young people is secured via spot contracts with individual providers. The children’s domiciliary care market in Cardiff is very small with services currently being delivered by only 4 care providers. Consequently, there is insufficient capacity in the market to meet the current demand that the Council has for these services.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Project have a **differential impact [positive/negative]** on younger/older people?

	Yes	No	N/A
Up to 18 years	x		
18 - 65 years	x		
Over 65 years	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The move to commissioning services in an outcome focused, locality based manner will have a positive impact on those in receipt of them.

The vision that has been developed states that *“We will identify preventative measures and where necessary develop solutions that enable those in need of care and support, and their families, to be safe and as independent as possible. This will include steps to support people to live within their local community, as close as possible to home, family and friends wherever appropriate”*

Individuals will benefit from *“A seamless join-up of services which will require domiciliary care and sessional support providers to form strong links and work in*

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partnership with Third sector Organisations, Community Health Teams, Social Work Teams and other providers of care and support, both within specific localities and across the city to help support the health and well-being of individuals.”

What action(s) can you take to address the differential impact?

n/a – it is widely agreed that the impact for individuals will be positive

3.2 Disability

Will this Project have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The move to commissioning services in an outcome focused, locality based manner will have a positive impact on those in receipt of them.

What action(s) can you take to address the differential impact?

n/a – it is widely agreed that the impact for individuals will be positive

3.3 Gender Reassignment

Will this Project have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	X		

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The move to commissioning services in an outcome focused, locality based manner will have a positive impact on those in receipt of them.
What action(s) can you take to address the differential impact?
n/a – it is widely agreed that the impact for individuals will be positive

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
n/a
What action(s) can you take to address the differential impact?
n/a

3.5 Pregnancy and Maternity

Will this Project have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	X		
Maternity	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The move to commissioning services in an outcome focused, locality based manner will

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<p>have a positive impact on those in receipt of them.</p> <p>n/a – it is widely agreed that the impact for individuals will be positive</p>
What action(s) can you take to address the differential impact?
n/a – it is widely agreed that the impact for individuals will be positive

3.6 Race

Will this Project have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	X		
Mixed / Multiple Ethnic Groups	X		
Asian / Asian British	X		
Black / African / Caribbean / Black British	X		
Other Ethnic Groups	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The approach have a positive impact on the above groups, as it will look to link services not just within a locality, but also within communities that individuals are part of.
What action(s) can you take to address the differential impact?
n/a

3.7 Religion, Belief or Non-Belief

Will this Procedure have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist	X		
Christian	X		
Hindu	X		
Humanist	X		
Jewish	X		
Muslim	X		

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Sikh	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The approach will have a positive impact on people with different religions, beliefs or non-beliefs, as it will look to link services not just within a locality, but also within communities that individuals are part of, including religious communities.

What action(s) can you take to address the differential impact?

n/a – it is widely agreed that the impact for individuals will be positive

3.8 Sex

Will this Project have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			X
Women			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

n/a

What action(s) can you take to address the differential impact?

n/a

3.9 Sexual Orientation

Will this Project have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual	X		
Gay Men	X		
Gay Women/Lesbians	X		
Heterosexual/Straight	X		

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The approach have a positive impact on the above groups, as it will look to link services not just within a locality, but also within communities that individuals are part of, including communities linked to specific sexual orientation.
What action(s) can you take to address the differential impact?
n/a

3.10 Welsh Language

Will this Project have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
We will ensure that the service specification outlines requirements that individuals wishing to receive services in Welsh are able to do so under the active offer as outlined in the Welsh Language (Wales) Measure 2011
What action(s) can you take to address the differential impact?
n/a

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

<p>Citizen Engagement – Engagement with citizens who receive care and support and their families and carers has been ascertained in a number of ways. A questionnaire was circulated to individuals in receipt of domiciliary care to ensure that all individuals who are currently receiving care at home had an opportunity to provide feedback</p> <p>BAME Engagement - A number of drop in sessions were organised in December 2019 in Butetown, Grangetown and Riverside, promoted through the Council’s Twitter and Facebook postings as well as via direct links with BAME Community and Faith Leaders. Links were also made with existing groups in order to ascertain their feedback.</p>
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Additionally, meetings are scheduled in January with Local Members of BAME constituencies to ascertain further information

Provider Engagement – All of the documents produced from the engagement activities with providers have been published on the Sell2Wales website so that those providers who have not actively participated in the sessions, are able to keep up to date with developments ahead of the commencement of the procurement

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	n/a
Disability	n/a
Gender Reassignment	n/a
Marriage & Civil Partnership	n/a
Pregnancy & Maternity	n/a
Race	n/a
Religion/Belief	n/a
Sex	n/a
Sexual Orientation	n/a
Welsh Language	n/a
Generic Over-Arching [applicable to all the above groups]	n/a

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Ben James	Date:
Designation: Strategic Category Manager	
Approved By: Angela Bourge	03/12/19
Designation: Operational Manager	
Service Area: Social Services	03/12/19

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- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email equalityteam@cardiff.gov.uk