

## Appendix A: Equalities Impact Assessment

**Policy/Strategy/Project/Procedure/Service/Function Title:** Recommissioning of Domiciliary Care and Sessional Support

**New/Existing/Updating/Amending:** Updating

**Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?**

Name: Angela Bourge

Job Title: OM Resources

Service Team: Commissioning

Service Area: Social Services

Assessment Date: October 2020

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

To extend the procurement timeline for the recommissioning of Domiciliary Care and Sessional Support, across Children's and Adults Social Services until, at the very latest, November 2021. This includes to extension of current commissioning arrangements via an Approved Providers List (APL) and the Service Level Agreements held between the Council and the individual providers on the APL.

**2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

- Local Authority Social Services are required to help people with care and support needs to live independently, supporting them with reasonable adaptations to their homes and provider services in a way that meets their needs and outcomes

- Domiciliary Care services support people to live at home with care and support. Whilst the Council operates a small Community Resource Team (CRT) providing care and support at home, the majority of Domiciliary Care is commissioned to external providers. This supports the Council to meet the assessed need of local people.
- Social Services proposed a new model of delivery for domiciliary care and sessional support which includes a locality approach to delivery, complemented by strength based social work practice that moves away from ‘time and task’ and towards more flexible, outcome-focused care, promoting long term stability of the care sector and putting the needs and wishes of local residents in the centre of delivery.
- This model of delivery was approved at [Cabinet in January 2020](#), as was the procurement timeline which committed that the new delivery model and process to commissioning Domiciliary Care and Sessional Support to children, adults and their families would be in place by **4 November 2020**.
- As a response to the pandemic, Council Officers were refocused from planned work to crisis management which significantly changed officer’s roles and responsibilities on a day to day basis. In addition, Providers were required and supported to change their standard operating models to respond to the changes needed in service delivery (such as infection control and social distancing requirements) and managing significant staffing challenges that arose from a reduction in care that was required throughout the peak of the crisis. This impacted both Officers and Providers ability to continue to engage with the planned developments set out in the January 2020 Cabinet Report.
- The impact of COVID 19 and the immediate response and refocus that was required by Council officers and providers paused the progress with the recommissioning exercise of domiciliary care. Cabinet and scrutiny members were verbally updated to this effect by the Director of Social Services at the time, however it is acknowledged that a formal request to extend the procurement timeline beyond the agreed date (4 November 2020) had not been presented and therefore requires approval at cabinet level

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function 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.**

This proposal is not felt to have a differential impact on age. The current commissioning arrangements will continue as they have done since 2014.

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

There is not felt to be any differential impact.

### 3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function 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.**

This proposal is not felt to have a differential impact on disability. The current commissioning arrangements will continue as they have done since 2014.

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

There is not felt to be any differential impact.

**3.3 Gender Reassignment**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (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	

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

It is not felt that this proposal will have a differential impact on people who fall within the gender reassignment protected group

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

There is not felt to be any differential impact.

**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.**

It is not felt that this proposal will have a differential impact on marriage and civil partnership.

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

There is not felt to be any differential impact.

### 3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function 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.**

It is not felt that this proposal will have a differential impact on pregnancy and maternity

<b>What action(s) can you take to address the differential impact?</b>
There is not felt to be any differential impact.

### 3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function 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	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
It is not felt that this proposal will have a differential impact on race.
<b>What action(s) can you take to address the differential impact?</b>
There is not felt to be any differential impact.

### 3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function 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	
Sikh		X	
Other		X	

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

It is not felt that this proposal will have a differential impact on religion

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

There is not felt to be any differential impact.

### 3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function 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.**

It is not felt that this proposal will have a differential impact on gender

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

There is not felt to be any differential impact.

### 3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function 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	

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

It is not felt that this proposal will have a differential impact on sexual orientation

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



### 3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function 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.**

It is not felt that this proposal will have a differential impact on Welsh Language. The Welsh Language Act and associated standards will be observed at all times in line with Council and legislative requirements.

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

There is not felt to be any differential impact.

### 4. Consultation and Engagement

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

Consultation has taken place with the Association of Domiciliary Care Provision in Cardiff, and the whole sector have been advised of the proposal and asked to send any feedback / considerations to the Commissioning Team as soon as possible

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

<b>Groups</b>	<b>Actions</b>
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 : Amy Harmsworth	Date: 23/10/20
Designation: Operational Manager: Commissioning	
Approved By:	Sarah McGill
Designation:	Director of Social Services / Corporate Director – People & Communities
Service Area:	Social Services

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 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)