

EQUALITY IMPACT ASSESSMENT

Project Title: Older People Care Home-Regional Contract & Service Specification
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New.

Who is responsible for developing and implementing the Project?	
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Name: Angela Bourge	Job Title: Operational Manager -Strategy, Performance and Resources
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Central Business Support - Strategy, Performance & Resources	Service Area: Social Services
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Assessment Date:

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

The Council has a statutory duty under the Social Services and Wellbeing (Wales) Act 2014, to commission services to meet the assessed needs for its customers. This equalities impact assessment is for the uplift proposed for the provision of:

- Residential and nursing care service for older people and older people with dementia

The beneficiaries of the above services, commissioned by the Council are the service users of Cardiff, the Council places great importance in the meeting of people's assessed needs.

The Council is seeking authorisation to agree the New Regional contract and Service specification for the care homes services for older people this includes:

- General Residential
- Residential Dementia
- General Nursing
- Nursing Dementia

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

Background

The Residential and Nursing Care service for older people in Cardiff include:

The Social Services & Well-Being (Wales) Act 2014 (the Act) came in to force on 1st April 2016. The Act imposes various duties on local authorities and health boards that require them to work to promote the well-being of those who need care and support, or carers who need support, working on a regional basis wherever possible

In response to the Act, in August 2014 Cardiff Council established a Dynamic Approved Provider List to secure Residential & Nursing Care placements for Older People & Older People with Dementia.

The Council currently issues opportunities for placements via the DAPL in relation to the following four categories of care:

- Residential Care for Older People
- Residential Care for Older People with Dementia

- Nursing Care for Older People
- Nursing Care for Older People with Dementia

There are currently 76 providers accredited on the existing DAPL to deliver these services.

The current Contract for Residential & Nursing Care for Older People and Older People with Dementia has not been updated for a significant amount of years, and was no longer fit for purpose as such does not meet the requirements of various pieces of legislation and corporate policies that have come in to effect in recent years. In addition to the Act, these include, but are not limited to:

- the Regulation and Inspection of Social Care (Wales) Act 2016,
- the Data Protection Act 2018
- the Welsh Language (Wales) Measure 2011; and
- the Welsh Language Standards

The contract for Care Home Services strengthens the existing requirement for providers and commissioners to work together in order to provide services that meet the care and support needs of individual services users with the ability to provide a choice of care homes for the service user and their family.

Although the contract has been designed for use by both the Vale of Glamorgan and Cardiff, each local authority commissions care individually; therefore, each Council will enter in to a separate agreement with residential and nursing home providers. Nursing care provision is jointly commissioned by Social Services and the Health Board. The contract agreement for these services will be signed by the individual local authority, Cardiff and Vale University Health Board, and the nursing care provider.

Various engagement and consultation workshops by council and adult officers will continue to take place to support providers to enrol on to the new dynamic approved provider list.

Various work streams are taking place to support the contract this includes:

- enrolment and accreditation process
- local and regional quality monitoring and quality scoring which links to Cardiff councils' corporate
- contract monitoring
- amendments to the third party policy for oversight

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		✓	
18 - 65 years		✓	
Over 65 years	✓		

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

It is expected to have a positive impact on older people because the specification is focused on outcomes and quality. The access to older people care homes is from those aged 50 years and over only.

What action(s) can you take to address the differential impact?
No differential impact

3.2 Disability

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

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

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

There will be no differential impact, regardless of disability.

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

To implement a new contract and service specification there will be no impact on disability.

3.3 Gender Reassignment

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

	Yes	No	N/A
Transgender People		✓	
To implement a new service contract and service specification will have no negative impact on gender assignment			

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

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

To implement a new service contract and service specification will have no impact on transgender or gender reassignment.

3.4. Marriage and Civil Partnership

Will this Project have a differential impact [positive / negative] on marriage and civil partnership?

	Yes	No	N/A
Marriage		✓	
Civil Partnership		✓	

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

There will be no differential impact, regardless of Marriage and Civil partnership.
What action(s) can you take to address the differential impact?
To implement a new contract and service specification will have no impact on marriage and or Civil partnership.

3.5 Pregnancy and Maternity

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

	Yes	No	N/A
Pregnancy		✓	
Maternity		✓	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
There will be no differential impact, regardless of pregnancy and maternity
What action(s) can you take to address the differential impact?
To implement a new contract and service specification will have no impact on pregnancy and maternity.

3.6 Race

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

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

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
There will be no differential impact, regardless of race.
What action(s) can you take to address the differential impact?
To implement a new contract and service specification will have no impact on of race.

3.7 Religion, Belief or Non-Belief

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

	Yes	No	N/A
Buddhist		✓	
Christian		✓	
Hindu		✓	
Humanist		✓	
Jewish		✓	
Muslim		✓	
Sikh		✓	
Other		✓	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
There will be no differential impact, regardless of religion, belief or non-belief.
What action(s) can you take to address the differential impact?

To implement a new contract and service specification will have no impact on religion, belief or non-belief.

3.8 Sex

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

	Yes	No	N/A
Men		✓	
Women		✓	

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

There will be no differential impact, regardless of gender.

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

To implement a new contract and service specification will have no impact on gender.

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		✓	
Gay Men		✓	
Gay Women/Lesbians		✓	
Heterosexual/Straight		✓	

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

There will be no differential impact, regardless of sexual orientation.

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

To implement a new contract and service specification will have no impact on sexual orientation.

3.10 Welsh Language

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

	Yes	No	N/A
Welsh Language		✓	

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

There will be no differential impact, regardless welsh language.

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

To implement a new contract and service specification will have no impact on the Welsh language.

4. Consultation and Engagement

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

In 2019, a regional working group was established to undertake work on developing a new regional service specification and contract for delivery of Residential & Nursing Care for Older People and Older People with Dementia.

The group was formed of Social Care and Health Board Commissioners with legal representatives from Cardiff Council & The Vale of Glamorgan, Care Home providers from the Vale of Glamorgan and Cardiff, and legal representatives for the Care Home Forum.

A set of contract documentation was drafted, including the terms and conditions of contract, service specification and individual service contract. A consultation exercise took place whereby all providers for residential and nursing care provision for older people, commissioned by the Councils (Cardiff and the Vale of Glamorgan) and Health Board, and commissioners were asked for their comments on the structure and content of the documentation. This feedback was considered by the working group and final comments were requested in December 2019. No further feedback was received, and the working group agreed the final documentation in January 2020.

Communication and engagement workshops for providers have been put on via email regarding the process for enrolment and accreditation so that providers are aware of what they need to do in order to enrol on the new dynamic approval provider list. Further engagement will take place throughout December and the new year to get providers up to speed with what they need to do and how to complete the enrolment process.

Providers will be sent the new contract and service specification for care homes for older people, whereby providers who wish to continue getting packages from Cardiff Council will be required to sign and agree to the new contract terms and conditions will be enrolled on the new DAPL for services going forward in April 2021.

During December further engagement with Council officers, Health boards and providers will engage via the regional working group to explore and develop a regional performance framework to support the service specification. Cardiff will also align with its corporate performance framework priorities.

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

Groups	Actions
Age	To implement a new contract and service specification for all older peoples care homes services is based on access to the service being aged 50 years and over who require residential, nursing or dementia care in a care homes setting.
Disability	To implement a new contract and service specification for all older peoples care homes services regardless of disability.
Gender Reassignment	To implement a new contract and service specification regardless of gender reassignment.
Marriage & Civil Partnership	To implement a new contract and service specification for all older peoples care homes regardless of marriage and civil partnerships.
Pregnancy & Maternity	To implement a new contract and service specification for all older peoples care homes services regardless of pregnancy and maternity.
Race	To implement a new contract and service specification for all older peoples care homes services regardless of race.
Religion/Belief	To implement a new contract and service specification for all older peoples care homes services regardless of religion or belief.
Sex	To implement a new contract and service specification for all older peoples care homes services regardless of sex.
Sexual Orientation	To implement a new contract and service specification for all older peoples care homes services regardless of sexual orientation.
Welsh Language	To implement a new contract and service specification for all older peoples care homes services regardless of the welsh language.
Generic Over-Arching [applicable to all the above]	To implement a new contract and service specification for all older peoples care homes services

groups]	
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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 Project and approved by the appropriate Manager in each Service Area.

Completed By : Amina Begum	30/11/20
Designation: Interim OM	
Approved By: Angela Bourge	
Designation: Operational Manager, Resources	
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