

Diversity impact assessment

TITLE	Support to Live at Home – Extra Care Services
DATE	04/08/2020
LEAD OFFICER	Jack Rye, Programme Lead for Accommodation and Registered Services, Adults Partnership Commissioning, Children and Adults Services

1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

The Support to Live at Home Service – Extra Care Services, provide care and support to individuals regardless of Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

Extra Care services provide care and support to individuals living within one of Medway's five purpose built extra care schemes.

At present Medway Council has a framework of two [2] providers it uses to purchase Extracare Services from. Medway Council. These providers cover the five [5] Extra Care Schemes in Medway. The Council does not guarantee any volume of service to providers on the agreed Framework but does have a nominations panel that assesses each Providers capacity and assesses the suitability of nominations to the scheme. This is done via an agreed protocol. The current extended Framework agreement is due to expire 31 March 2021.

At any given time, there are approximately two hundred and sixty [260] service users in receipt of Extra Care across Medway. Support is provided to adults who meet the Care Act 2014 national eligibility criteria. Adults include working age adults (18+) and people than (55+). Adults supported could have physical, mental, sensory, learning, or cognitive disabilities/illnesses.

All care and support provided is delivered by Care Quality Commissioned (CQC) registered providers and will include (as an example) personal care; assistance with shopping, meal preparation, assistance with medication, light domestic duties, and befriending.

The Framework agreement has been in place for over 4 years 5 months. During this time there have been significant market changes, including changes to the National Minimum Wage and the National Living Wage. The re-commissioning of Extra Care Services has been designed to maximise opportunities for any new provider(s) to make cost efficiencies across their business model.

At present two [2] providers are appointed to provide Extra Care services across the five [5] schemes. As a result of this procurement exercise, a single provider could be appointed to deliver services across all schemes or up to five [5] providers could be appointed, one [1] to each scheme. This would result in a change of provider at the Schemes. This could impact on the tenants living in Extra Care, however, TUPE regulations will apply to the existing workforce which will as far as is possible ensure continuity of care.

It is proposed that Extra Care services will operate inclusively for eligible individuals across all protected characteristic groups in Medway. The proposed structure for the new contract will give greater flexibility to managing different types of need. As such, those accessing these services will have greater choice and flexibility about the care and support they receive and

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how the service is delivered.

The outcomes to be achieved through this procurement include:

- Improved quality and safety of service provision
- Improved focus on person centred care and choice
- Improved management and control
- Improved visibility and reporting of provider performance

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

Medway Council has consulted with other Local Authorities from around the country to understand their Extra Care models and how they deliver against Service User(s) outcomes. The Adult Partnership Commissioning Team, in partnership with Category Management and the Quality Assurance team have carried out significant consultation with key stakeholders, including:

- A postal and online survey of Extra Care Service Users. Medway Council Officers made home visits, held 'drop in' sessions across Medway libraries and at all five [5] Extra Care Schemes. This consultation focused on understanding what was important to Service Users with regards to the care and support they receive to inform service design.
- A provider engagement event was held on 11 June 2019 held at the St George's Centre, Chatham. Over 40 current and potential providers attended. A comprehensive tabletop exercise was held with all providers. The answers from this exercise informed and guided the design of the service.
- A Project Group was established to assist at every stage of the design process. Representatives from Adult Social Care, Business and Intelligence, Category Management, Quality Assurance and Engagement, ART, Direct Payments, Systems, Client Charges and Finance formed part of this group.
- Benchmarking with other authorities

Detailed analysis of current and historical service demand and spend data was reviewed. Projections were developed using a wide range of data sources to detail the future demand for Extra Care services. This analysis showed that unchecked demand is predicted to rise.

The above mentioned consultation outlined that the social care market in Medway is experiencing recruitment and retention issues. The process for allocating packages of care is time intensive and could be improved.

Discussions had during the provider engagement event outlined the intention of Medway Council to ensure services are commissioned based on Service User(s) outcomes. It was also explained that a 'basket of hours' approach would be introduced to give Service User(s) greater control over how the care and support they receive is delivered, and what people wish to achieve in living their lives the way they wish.

It was also outlined that there was a need to look at how we currently commission services and work towards innovative and cost-effective services that suit all key stakeholders and partners.

Some of the areas discussed and agreed to be key priorities for the service, during consultation events, included the following items. This list is not exhaustive and reflects some of the issues identified.

- A consistent set of carers who get to know and respect the service user's abilities as

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- well as the areas where they need help
- Carers who are well trained and respected
- Care and support delivered on time, with no missed calls
- Carers being allocated enough time to complete the tasks and to stay for the full allotted time
- Improved communication at all levels
- Recruitment of local carers for local areas
- Increased walking care rounds
- Service User(s) right to excellent quality care that promotes independence and a healthy fulfilled lifestyle
- Service User(s) being encouraged to take part in local community activities to reduce social isolation

Providers will play a key role in the development of the service over the first months of its introduction. A three [3] month mobilisation period has been agreed and will be a crucial element to the success of the new service model and working agreements.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	✓
Disability		✓	✓
Gender reassignment			✓
Marriage/civil partnership			✓
Pregnancy/maternity			✓
Race			✓
Religion/belief			✓
Sex			✓
Sexual orientation			✓
Other (eg low income groups)		✓	✓

4 Summary of the likely impacts

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- Who will be affected?
- How will they be affected?

- Vulnerable adults, family members, and the carers of the person receiving services
- The main recipients of Extra Care Services are adults over fifty-five [55] years of age, who may have complex needs
- In the event a single provider is appointed to deliver Extra Care service at all schemes, the transfer of care packages to a different provider could negatively impact Service User(s)

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

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Dependant on a financial assessment the individual may or may not be required to make a contribution towards the costs of meeting their assessed care needs. Local providers were asked to tender at up to a capped price of £13.96 p/h for Extra Care. Contracts were offered to selected Providers but none were able to deliver the service for that hourly rate. The service was re-tendered at a new cost of £14.38 p/h for Individual and Waking Night Cover and £16.72 p/h for Additional Night Cover. This was still within the financial envelope and allowed Providers a more flexible way with which to bid for the tenders.

Selecting a single provider for all Extra Care Schemes would make the management of the five [5] schemes across Medway easier to quality assure, ensure Service User experience and maintain a high-quality consistent care service in all schemes. It was also noted that a combination of more than one provider across all schemes mitigated the risk if one Provider ceases to trade.

During consultation Service Users in Extra Care were made aware their care provider may change. Continued engagement will be held with any affected Services Users in close partnership with providers to ensure a seamless transition. TUPE will apply in these circumstances which will help to ensure continuity of care workers. As a result of this any impact is anticipated to be minimal.

The new service will provide support to persons over fifty five (55+). These adults could have physical, mental, sensory, learning, or cognitive disabilities or illnesses. These adults will be better supported within their local community meaning they will be linked in better to their communities. Service users can develop better relationships with other services users and the general public reducing social isolation. Extra Care services are vital in achieving this outcome.

The service does not discriminate against any protected characteristic groups. Within the proposed contract arrangements, Medway Council has ensured that adult safeguarding and quality support planning processes are integral to providing a good/excellent service. This service will ensure there is a diverse range of providers to support the range of people requiring support, under the protected characteristics of the Equality Act 2010.

The Care Act 2014 provides the legislative framework for ensuring the Council fulfils its obligations to provide assistance/support to vulnerable adults that are assessed as requiring support either through commissioned care or via a personal budget/direct payment. This includes an obligation to develop the local social care market. New contracts provide a mechanism for encouraging new providers to join the local market. By benchmarking prices, this has allowed the authority to assure itself that it is paying a price that allows providers to pay the minimum wage; ensure a skilled workforce exists to support the needs of these client groups and to ensure that their businesses are sustainable but competitive.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Quality Assurance Officer (Commissioning) to support regular contract monitoring of services	QA	Ongoing
Care Quality Commission Inspections	CQC	As per regulatory requirements

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3-month mobilisation programme	Project Manager	Ongoing
Monthly and Quarterly Monitoring Meetings	Project Manager	Monthly / Quarterly

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

To re-commission Extra Care service based on a Basket of Hours approach within all five [5] Extra Care schemes in Medway.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC:	phone 2406	email: annamarie.lawrence@medway.gov.uk
C&A:	phone 1173	email: michael.hood@medway.gov.uk
BSD:	phone 2472	email: lesley.jones@medway.gov.uk
PH:	phone 2636	email: david.whiting@medway.gov.uk