

# EQUALITY IMPACT ASSESSMENT FORM

Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

## Section 1: Description

Department	Commissioning	Lead officer responsible for assessment	Dave Leadbetter (Head of Service – Children’s Commissioning)			
Service	Care at Home Framework	Other members of team undertaking assessment	Rachael Holdcroft Nicholas Lange			
Date	09/09/2021	Version	1.0			
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	New	Existing	Revision			
<p><b>Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation)</b></p> <p>Please attach a copy of the strategy/plan/function/policy/procedure/service</p>	<p>This assessment relates to the impact of potential change to services resultant from re-commissioning of the Care at Home Framework</p> <p><b>Contract Length:</b> 4 years. 1<sup>st</sup> November 2018 – 31<sup>st</sup> October 2022</p> <p><b>Aim to Go Live with a new Service:</b> 1<sup>st</sup> November 2022</p>					
<p><b>Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)</b></p>	<ul style="list-style-type: none"> <li>-Social Care Workforce</li> <li>-Service Users</li> <li>-Wider family members</li> <li>-Councillors</li> <li>-Commissioners</li> <li>-Health Colleagues</li> </ul>					

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-Housing  
-Safeguarding Partners  
-Independent sector Providers

### Section 2: Initial screening

<b>Who is affected?</b> <b>(This may or may not include the stakeholders listed above)</b>	<ul style="list-style-type: none"> <li>- All stakeholders listed above potentially</li> <li>- Children and Young People</li> <li>- Whole Family</li> </ul>
<b>Who is intended to benefit and how?</b>	<ul style="list-style-type: none"> <li>- Children and Young People</li> <li>- Families</li> <li>- Social Care Workforce</li> <li>- Safeguarding Partners</li> </ul> <p>Improved offer for children, young people and families who require extra help to ensure they live in a safe, supportive environment where they can thrive.</p> <p>Bespoke support offered to families experiencing complex trauma to address the holistic needs and adapt support accordingly</p> <p>Accessible services at the right time, preventing escalating needs and reducing risk.</p> <p>Less demand for “Care” which means overall reduction of pressure in the system.</p> <p>Fit for purpose framework will provide greater opportunity for local care providers to work with Cheshire East Council, providing services for vulnerable residents.</p> <p>Clearer pathways for Social Care staff through a fit for purpose brokerage offer.</p> <p>Robust systems in place to reduce the requirement for inefficient spot purchase arrangements, result in better value for money for residents of CE.</p> <p>Greater options for “stepping down” children and achieving reunification, either from care or from acute Tier 4 mental health beds.</p> <p>Better support for foster carers and residential providers to support placement stability, reducing children and young people’s need for multiple placements for short term arrangements.</p> <p>Better outcomes for children and young people as they become adults due to better stability during their childhood.</p> <p>More effective parents and baby assessments as these can be completed in the home environment, giving parents the best</p>

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possible chance to successfully care for their baby.  
Greater flexibility in the market for care at home for children and young people with disabilities.  
Specialist workforce who can meet a range of needs including autism, learning disability and physical disability. Empowering whole families to respond to changing needs with confidence.  
Specific “Lots” which allow a range of traditional and more creative providers to access the framework, aligning to our ambition to work in an innovative way to achieve the objectives set out in the council’s priorities and the children’s plan.  
Significant financial efficiencies achieved through new ways of working which reduces the number of children in care.  
The benefits of this process will be that the views of service users and providers (via the consultation events and survey) can be used to inform the tender process and the future service specification, resulting in the residents receiving a service that best meets their needs and outcomes.

Referrals for services within the scope of the existing contract over the last 4 years are:

- Just **22** referrals received through eBrokerage
- Of these only **6 (27%)** have been picked up by Framework providers
- There are **9** providers currently on the Framework
- Just **4** have successfully picked up children’s package

Current Cared For Population Snapshot:

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		Number of children in external foster placements	Average Cost £	Number of children in In-house foster placements	Average Cost £	Number of children in residential care	Average Cost £	
	2016	86	804	147	508	40	3,488	
	2017	109	807	153	502	31	3,164	
	2018	130	797	147	503	23	3,319	
	2019	141	847	130	497	37	3,720	
	2020	148	850	117	608	48	3,830	
	% cost increase		6.09%		19.7%		9.8%	
	2020 weekly costs		125,800		71,136		183,840	

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	2020 annual costs		6,541,600		3,600,072		9,559,680	
<p><b>Could there be a different impact or outcome for some groups?</b></p>	<p>Anticipate that the new service will provide much needed support to families who need additional help in order to function in a safe and supportive way. This will give children and young people the opportunity to live in an environment where they are loved and well looked after. It is well documented that outcomes for children who live in a stable home environment and benefit from secure attachment are much better than for those who have experienced care, particularly when that care is disrupted.</p> <p>This service will offer something different to children on the edge of care, or those who can step down from care to be reunified with their family.</p> <p>By addressing the issues that are reported by the existing providers, we can improve the offer to children with disabilities as the framework will be designed to ensure that providers are supported to meet demand.</p> <p>The new framework would extend the current offer whilst maintaining and improving the support that is currently offered to children with disabilities. The existing Lots would be refreshed in order to address identified gaps in current provision, including at-home support for children with autism. A resilient network of providers will offer a graduated response to need which can respond to complex care requirements whilst also offering early intervention and support to minimise the need for more intensive / high cost support and on some occasions preventing entry into care.</p>							

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			There are potential impacts for the fostering and residential market as one of the primary desired outcomes is to reduce the number of children in care by strengthening families. Combined with the recent commissioning of Children's Homes, this could create a reduction in demand for external residential or fostering providers, however this is very low risk as currently we are experiencing sufficiency issues which result in a lack of available placements.								
<b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>			This will be done at point of referral. Service Users will be put in contact with the appropriate service. The provider of the new service will ensure access to services by individuals and will consider the needs of specific groups to ensure that disadvantage does not occur.								
<b>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</b>			The Framework targets children and young people who we know have additional vulnerabilities, wither due to safeguarding and welfare concerns, learning disabilities, parental capacity, physical disabilities, mental health needs or autism. The approach is innovative and engagement will ensure that we understand "gaps" in services and can use this framework to respond to identified need. Therefore no groups will have opportunities denied and the framework will be developed on an inclusive model.								
<b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>			Provider(s) to evidence in their equality and inclusion plan. There is a requirement in the contract for the new provider(s) to reach those who are currently under represented. This service aims to continue improved access to those with additional needs. Any contract holder will be expected to comply with all relevant legislation and Cheshire East Council policy and procedures including equality legislation. Ongoing monitoring during the delivery of the services will be designed to encourage providers to work together to share developed opportunities or issues raised.								
<b>Is there an actual or potential negative impact on these specific characteristics? (Please tick)</b>											
Age	Y	N	Marriage & civil partnership	Y	N	Religion & belief	Y	N	Carers	Y	N
Disability	Y	N	Pregnancy & maternity	Y	N	Sex	Y	N	Socio-economic status	Y	N
Gender reassignment	Y	N	Race	Y	N	Sexual orientation	Y	N			

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What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts		Consultation/involvement carried out	
		Yes	No
<b>Age</b>	Pre-birth to 18 (or 25 where appropriate)	Yes, indirect consultation with social workers and stakeholders, reflecting the voice of children, young people and families sensitively due to the nature of the proposals.	
<b>Disability</b>	Services are provided in the way that best meets the needs of children with disabilities. The LOTS will create a graded system whereby children can receive the right level of support.	Yes	
<b>Gender reassignment</b>	Services are provided irrespective of gender reassignment – services are based on the child’s needs and those of their parents / carers.	Yes	
<b>Marriage &amp; civil partnership</b>	Services are provided irrespective of marital status – services are based on the child’s needs and those of their parents / carers.	Yes	
<b>Pregnancy &amp; maternity</b>	Services for pregnancy and maternity are most likely to be enhanced through an offer which is designed to give parents the best chance of success in a natural environment.	Yes	

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<b>Race</b>	Services are provided irrespective of race considerations – services are based on the child’s needs and those of their parents / carers. Throughout the redesign consideration will be given to language and cultural needs to ensure that no group are isolated from the programme.	Yes	
<b>Religion &amp; belief</b>	Services are provided irrespective of religion and belief – services are based on the child’s needs and those of their parents / carers.	Yes	
<b>Sex</b>	Services are provided irrespective of sex – services are based on the child’s needs and those of their parents / carers.	Yes	
<b>Sexual orientation</b>	Services are provided irrespective of sexual orientation – services are based on the child’s needs and those of their parents / carers.	Yes	
<b>Carers</b>	Services to parents and carers are based on the child’s needs. Carers will be routinely included in the range of service offers with specific considerations for carers.	Yes	
<b>Socio-economic status</b>	There is a focus on targeting help to those families and communities at higher risk of achieving poorer outcomes, however services are open to all irrespective of socio-economic status.	Yes	
<b>Proceed to full impact assessment? (Please tick)</b>	<b>Yes</b>	<b>No</b>	<b>Date</b>

If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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### Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups?  Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups?  Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified <b>High:</b> Significant potential impact; history of complaints; no mitigating measures in place; need for consultation <b>Medium:</b> Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures <b>Low:</b> Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age	No	Yes. Children and young people up to the age of 25.	Low	Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.  As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the

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				Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably
<b>Disability</b>	No	Yes. Better range of framework services for children and young people with disabilities. This gives us reassurance that providers meet our required minimum standards and supports good working relationships.	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in</p>

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				place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably
<b>Gender reassignment</b>	No	Yes. Services will be offered to children and young people who are exploring gender identification. This is a known gap in the current offer and the new framework will ensure we have the right specialism to offer help and support to Children and Young People.	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors</p>

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				will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably
<b>Marriage &amp; civil partnership</b>	No	No	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and</p>

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				policies to provide evidence to commissioners that services are offered equitably
<b>Pregnancy and maternity</b>	No	Yes. Bespoke support available to pregnant women and families to support them to successfully parent their baby.	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are</p>

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				offered equitably
<b>Race</b>	No	No	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably</p>

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<b>Religion &amp; belief</b>	No	No	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably</p>

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Sex	No	No	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably</p>
Sexual orientation	No			

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<b>Carers</b>	No	Yes. Support to be provided to whole family, including carers.	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably</p>

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Socio-economics	No	No	Low	<p>Note: Any new service will ensure contractually that the needs of all customers are identified and addressed regardless of their age, disability, gender, race, religion or belief or sexual orientation.</p> <p>As part of the contract the successful organisation/s will be required to demonstrate that they meet equality and diversity legislation, including the Equality Act 2010 and the Human Rights Act 1998 and have policies and procedures in place to support this. The provider and any subcontractors will be required to have in place quality assurance processes and policies to provide evidence to commissioners that services are offered equitably</p>
<p>Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality</p>				

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**legislation (e.g. tendering, awards process, contract, monitoring and performance measures)**

Yes. The contract will be awarded to externally contracted provider(s) through a tender process, which will ensure that providers comply with equality legislation. This will be monitored through the contract management process.

### Section 4: Review and conclusion

**Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed**

Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Framework to entice innovative providers who can offer the right support to vulnerable groups with dedication and resilience. Providers who can work flexibly including a willingness to work unsociable hours to meet need.	Commissioning/Contracts Team/Operational Teams	EE/NL/RH	November 2022
<b>Please provide details and link to full action plan for actions</b>	Mobilisation plan will be developed.		
<b>When will this assessment be reviewed?</b>			
<b>Are there any additional assessments that need to be undertaken in relation to this assessment?</b>	No		

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Lead officer signoff	Rachael Holdcroft Nicholas Lange	Date	09/09/21
Head of service signoff	Dave Leadbetter	Date	07/10/21

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