

Due Regard Statement

Name of the 'policy':	NEW CONTRACT FRAMEWORKS FOR DISABILITY SERVICES (ALL AGES)
Person(s) responsible for completing this statement	Jane Reid, Outcomes Manager – Learning Disabilities
Briefly describe the activity being considered including aims and expected outcomes	<p>A proposed move to outcomes based commissioning for individuals with disabilities across all ages alongside procurement to engage a list of competent providers to deliver a range of community based support options for individuals of all ages with disabilities.</p> <p>Commissioning from this framework will ensure equity of access to community based support services regardless of specific disability or age. It will increase the range of options available to meet the needs of individuals in Gloucestershire.</p> <p>The contracts will deliver community based support that ensures people with disabilities are given the opportunities and the skills to do things for themselves. The level of support offered to each individual will be appropriate to their needs. The aim of these contracts will be to promote independence and avoid dependency as far as possible.</p>

Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service User Data: We have looked at data for Service Users currently known to Gloucestershire County Council. The Council use a system named ERIC (Electronic Records In Care) to store information on individuals who receive services in Gloucestershire. It is the ERIC system data used for this Due Regard Statement as follows:

- Age
- Banding
- Gender
- Religion
- Ethnicity
- Disability
- Service Type
- Mapped by Postcode

Data Gaps

Our data was unavailable for gender re-assignment. The data was incomplete or limited on the following:

- sexual orientation
- religion

Data on the above, alongside refreshed data on the other characteristics would be collated and recorded at the point of the individual social care assessment of needs as part of the usual care management process.

Service information (if applicable) or Needs analysis (if applicable)

Who is responsible for delivering the service?	Numerous providers (up to 60 different organisations – a mix of private companies and charitable organisations varying in size and make-up across the County). It is possible that some of those providers will not continue to support individuals after the procurement if they are unsuccessful in meeting the quality thresholds set within the process. Individuals affected by this change will be prioritised for an assessment. The assessment will take place in good time to enable individual consultation on options for the future (commissioners will advise that a provider successful as part of the new contract frameworks is selected to deliver support).
Service user data/Needs analysis information	

Age

We have looked at the age breakdown across the County for service users currently known to the Council:

<i>Percentages</i>	Unknown	0-17	18-40	41-64	65+	Total
Not Brandon Trust	1%	2%	41%	44%	12%	100%
Cheltenham	1%	1%	33%	49%	17%	100%
Cotswolds	3%	2%	41%	42%	12%	100%
Forest	1%	2%	42%	42%	12%	100%
Gloucester	0%	3%	44%	43%	10%	100%
Stroud	1%	3%	46%	42%	8%	100%
Tewkesbury	1%	2%	36%	47%	14%	100%

As the services procured will have an all-age approach this will have a positive affect for all age groups.

Disability

We have looked at the breakdown across the County for Service Users currently known to the Council:

Disability	Number	Percentage
Arthritis	75	3%
Autism/autistic spectrum	246	9%
Cardiac condition	77	3%
Dementia (including Alzheimers)	36	1%
Cancer	11	0%
Depression/anxiety	191	7%
Diabetes	83	3%
Epilepsy	314	12%
Fracture	1	0%
Head injury (incl. Acquired brain injury)	15	1%
Neurological condition	113	4%
Other mental health problem	211	8%
Other physical illness	414	16%
Physical impairment	319	12%
Physical injury	39	1%
Respiratory condition	74	3%
Sensory impairment	163	6%
Sensory impairment (dual)	2	0%
Serious infection (viral or bacterial)	8	0%
Severe mental illness	23	1%
Stroke	18	1%
(None recorded)	1520	57%

This is an all disability service proposal therefore disability would not impact on a Service User's ability to access the service currently or on their access to services in the future.

Sex	<p>Sex would not impact on a Service User's ability to access the service currently or on their access to services in the future.</p> <table border="1" data-bbox="528 293 1341 711"> <thead> <tr> <th data-bbox="528 293 786 347"><i>Percentages</i></th> <th data-bbox="786 293 943 347">Female</th> <th data-bbox="943 293 1066 347">Male</th> <th data-bbox="1066 293 1205 347">Unknown</th> <th data-bbox="1205 293 1341 347">Total</th> </tr> </thead> <tbody> <tr> <td data-bbox="528 347 786 395"></td> <td data-bbox="786 347 943 395">46%</td> <td data-bbox="943 347 1066 395">53%</td> <td data-bbox="1066 347 1205 395">0%</td> <td data-bbox="1205 347 1341 395">100%</td> </tr> <tr> <td data-bbox="528 395 786 435">Cheltenham</td> <td data-bbox="786 395 943 435">47%</td> <td data-bbox="943 395 1066 435">53%</td> <td data-bbox="1066 395 1205 435">0%</td> <td data-bbox="1205 395 1341 435">100%</td> </tr> <tr> <td data-bbox="528 435 786 475">Cotswolds</td> <td data-bbox="786 435 943 475">51%</td> <td data-bbox="943 435 1066 475">49%</td> <td data-bbox="1066 435 1205 475">0%</td> <td data-bbox="1205 435 1341 475">100%</td> </tr> <tr> <td data-bbox="528 475 786 515">Forest</td> <td data-bbox="786 475 943 515">44%</td> <td data-bbox="943 475 1066 515">56%</td> <td data-bbox="1066 475 1205 515">0%</td> <td data-bbox="1205 475 1341 515">100%</td> </tr> <tr> <td data-bbox="528 515 786 555">Gloucester</td> <td data-bbox="786 515 943 555">44%</td> <td data-bbox="943 515 1066 555">56%</td> <td data-bbox="1066 515 1205 555">0%</td> <td data-bbox="1205 515 1341 555">100%</td> </tr> <tr> <td data-bbox="528 555 786 595">Stroud</td> <td data-bbox="786 555 943 595">49%</td> <td data-bbox="943 555 1066 595">51%</td> <td data-bbox="1066 555 1205 595">0%</td> <td data-bbox="1205 555 1341 595">100%</td> </tr> <tr> <td data-bbox="528 595 786 711">Tewkesbury</td> <td data-bbox="786 595 943 711">50%</td> <td data-bbox="943 595 1066 711">49%</td> <td data-bbox="1066 595 1205 711">0%</td> <td data-bbox="1205 595 1341 711">100%</td> </tr> </tbody> </table>	<i>Percentages</i>	Female	Male	Unknown	Total		46%	53%	0%	100%	Cheltenham	47%	53%	0%	100%	Cotswolds	51%	49%	0%	100%	Forest	44%	56%	0%	100%	Gloucester	44%	56%	0%	100%	Stroud	49%	51%	0%	100%	Tewkesbury	50%	49%	0%	100%
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Gender reassignment	<p>This data is not specifically held on the “ERIC” system.</p> <p>Renewed individual social care assessment of needs will capture this information for each individual.</p> <p>Gender reassignment would not impact on a Service User’s ability to access the service currently or on their access to services in the future.</p>				
Marriage & civil partnership	<p>“ERIC” system data is unreliable. Renewed individual social care assessment of needs will capture this information for each individual.</p> <p>Any person’s marital status would not affect the ability to receive services under the frameworks.</p>				
Pregnancy & maternity	<p>Renewed individual social care assessment of needs will capture this information for each individual.</p> <p>Pregnancy does not affect an individual's access to services.</p>				

Religion or Belief

“ERIC” system data is not reliable. The individual care management process would collect and consider this however religion or belief of an individual would not affect their access to any of the services.

	Percentages
	100%
Agnostic	0%
Atheist/None	6%
Baptist	1%
Christian	2%
Christian Scientist	0%
Church of England	26%
Church of Scotland	0%
Free Churches	0%
Greek Orthodox	0%
Hindu	0%
Jehovah's Witness	0%
Jewish	0%
Methodist	0%
Muslim	0%
Other	0%
Pentecostal	0%
Protestant	0%
Roman Catholic	3%
<i>(blank)</i>	60%

Sexual Orientation	<p>Information held within the "ERIC" system is incomplete.</p> <p>Renewed individual social care assessment of needs will capture this information for each individual.</p> <p>The individual's sexual orientation will not affect their access to this service or any service in the future.</p>
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Other information

None

Workforce data

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	Not affected
Age	Not affected
Disability	Not affected
Sex	Not affected

Race (including Gypsy & Traveller)	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion or Belief	Not affected
Sexual Orientation	Not affected

Consultation and engagement

Service Users	The Council will ensure service users in Gloucestershire are in receipt of quality service provision from providers whom we have confidence in. In the event that an existing provider is unsuccessful in their bid to provide services under the new contract frameworks commissioners may encourage a change in provision. The council needs to ensure that any disruption to service users is minimised and the benefits of the change communicated to service users and their families as part of the care management process which will prioritise affected individuals. This process would also explore the possibility of a Direct Payments where appropriate. The Council will work closely with any providers affected to ensure a smooth transition.
Workforce	See above

Partners	<p>Learning Disabilities Leadership Group</p> <p>Learning Disabilities Partnership Board</p> <p>Learning Disabilities / Mental Health Providers</p> <p>Internal Stakeholders on Project Group:</p> <ul style="list-style-type: none"> • Commissioners Learning Disabilities/Mental Health/Physical Disabilities/Children and Young People with Disabilities • Clinical Commissioning Group (CCG) • Legal Services (internal to GCC) • Commercial Unit (internal to GCC) • Risk Management (internal to GCC) • Communications Team (internal to GCC)
External providers of services	<p>The Providers are aware of the procurement plans as we have addressed it within quarterly forums. We will hold further events during June 2014 to prepare the market for the procurement and subsequent re-commissioning of individual packages of support as required.</p>

Equality analysis: Summary of what the evidence shows and how has it been used

Protected group	Challenge or opportunity considered and what we did
Age(A)	<ul style="list-style-type: none"> • The impact of re-commissioning individual packages of support will have a positive impact on all groups. Service Users will, through the care management process, be empowered to exercise a choice of provider and will, where appropriate, also be given the opportunity to take a Direct Payment.

	<ul style="list-style-type: none"> • The care management process will consider how any characteristic has an impact on the type of service an individual is likely to require into the future. • We do not consider that the re-commissioning will have a negative impact on any of the nine protected characteristics.
Disability (D)	As above
Sex (S)	As above
Race (including Gypsy & Traveller)(R)	As above
Gender reassignment(GR)	As above
Marriage & civil partnership (MCP)	As above
Pregnancy & maternity (PM)	As above
Religion and/or Belief (RAOB)	As above
Sexual	As above

Orientation(SO)	
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Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Further work with Project Group (internal stakeholders) to prepare for re-commissioning	Jane Reid	Ongoing
Market engagement with external providers	Jane Reid	June 2014
Procurement	Jane Reid	July – Nov 2014

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

This statement will be reviewed on an on going basis.

A Project Team is already in place for the implementation. Jane Reid, Outcomes Manager, will be responsible for providing updates to the Spending Review Project Board on a regular basis.

Once the implementation has started, monitoring of feedback from stakeholders will take account of protected characteristics and inform this document.

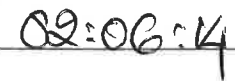
Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off:



Date:



I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member:		CLLR. KATHY WILLIAMS
Signed by Portfolio Holder/Cabinet Member:	<i>K.B. Williams</i>	Date: 2.6.14.

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.