

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Adult Social Care
Service area	Integrated Older Peoples Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Extension of existing Medequip and We Care & Repair Contracts
Brief outline of the proposal(s)	<p>To seek approval to extend the current Medequip and We Care & Repair contracts, both due to end July 31st, 2022, on a 1+1 basis. The reason for seeking an extension is to ensure the contracts continue and equipment is serviced, maintained effectively out in practice and minor adaptations to homes continues.</p> <p>The Equipment and Assistive Technology Review has taken place over the past year and is in the final stages; this extension will allow time to focus on evaluating, agreeing, and implementing recommendations made in the reviews regarding both Medequip and We Care & Repair. This will include the development of both contracts to update their service specifications, re-baselining of activity, review of KPIs. With Medequip evaluating administration processes and overall consideration of how the service integrates with the community equipment service provided by the County Council, working closely with strategic procurement, legal and financial services. We Care & Repair will be focusing on revising the Disabled Facilities Grants (DFG) approval process, as well as review whether elements of the service should be brought back in-house to be provided by GIS; as well as what should be handed over to district councils for a more locally driven service.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Commissioning Partners"/></p>

Decision to be taken and decision maker	Cabinet Member to approve the extension of Medequip and We Care & Repair contracts on a 1+1 basis (commencing 01/08/2022) for the provision of community equipment service maintenance & repair and minor adaptations services.
Person(s) responsible for completing this assessment	Catherine Vaughton Commissioning Officer, Integrated Older peoples commissioning Hub & Clinical Commissioning Group Mary Morgan, Programme Director – Housing, Health and Care, Integrated Commissioning, CCG Neil Penny, Health and Social Care Commissioning Manager, Integrated Commissioning, CCG
Date of this assessment	May 2022

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	The Council's Population Profile 2021 provides an overview of the population of Gloucestershire by nine protected characteristics set out in the Equality Act 2010: age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation, and marriage and civil partnerships.
Workforce	N/A
Partners	Partners include: <ul style="list-style-type: none"> Clinical Commissioning Group and NHS Health Trusts
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due

regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>Positive Impact This proposal is based on the need to extend the current Medequip and We Care & Repair contracts. The data below shows the age population of the county, detailing a higher number of over 65+ compared to the rest of the country. With an aging population there is a need to support them with minor adaptations to their home as well as the servicing and maintenance of community equipment.</p> <p>The 2019 population profile for age within Gloucestershire taken from Gloucestershire County Council Population Profile 2021</p> <p>Current Population In 2019, the resident population of Gloucestershire was estimated to be 637,070 people of which:</p> <ul style="list-style-type: none"> • 22.4% were aged 0-19; • 56.0% were aged 20-64; • 21.6% were aged 65 and over. <p>Gloucestershire has a lower proportion of 0–19-year-olds and 20–64-year-olds and a higher proportion of people aged 65+ when compared to England. Cotswold, the Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figures. At 25.9% Cotswold has the largest proportion of people aged 65 and over.</p>	N/A
Disability	<p>Positive Impact Many people with disabilities will require minor adaptations as well as serviced and maintained equipment to ensure they can live a fulfilling life. The table below shows that as age increases, the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem, this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.</p> <p>Percentage of people with a long-term limiting health problem or disability, by broad age group, Gloucestershire, 2011.</p>	N/A

	% of age group						
	All Age	0-15	16-49	50-64	64+		
	Cheltenham	15.1	2.7	7.0	18.1	48.8	
	Cotswold	16.1	2.7	6.7	14.8	43.9	
	Forest of Dean	19.6	3.6	9.2	20.3	52.2	
	Gloucester	16.8	3.5	8.5	22.6	54.4	
	Stroud	16.7	3.3	7.9	16.8	47.6	
	Tewkesbury	16.5	2.9	7.1	16.9	47.6	
	Gloucestershire	16.7	3.1	7.8	18.3	49.0	
	England	17.6	3.7	8.7	23.8	53.6	
Sex	<p>The GIS equipment service is a demand-led, reactive, inclusive and non-discriminatory service, where need is identified and assessed externally by clinicians, and the equipment needs are then referred on to this service to action. Service and Maintenance of Community Equipment – Medequip & Minor Adaptations – We Care & Repair Ltd are subcontracts of GIS operations.</p> <p>The extension of both Medequip and We Care & Repair contracts will not change the delivery of the service as it currently operates. The arrangements will continue to have a positive impact on all groups by providing support delivery, installation, maintenance, repairs and minor adaptations to enable people to stay in their own homes wherever possible. The continued investment in the minor adaptation’s functions of installation and maintenance of equipment will enable GCC to maintain the installation and servicing of community equipment (minor adaptations) to support Gloucestershire residents to remain living independently in the home of their choice.</p> <p>The opportunity exists for GCC to identify gaps in service provision to protected groups; this would not alter how GIS operates but could inform services/teams that refer to them. A Needs Analysis would be required to identify the reason for any gap in provision to a given group within the Protected Characteristics. Given the purpose of the service, we can assume that 100% of service users receiving this service experience some form of disability requiring specialist equipment. Data could be collected by making it mandatory for clinicians to complete equality fields when they make a referral for equipment. To collect data specific to the Service and Maintenance contract would require a further step to scrutinise all issued equipment to determine which items had been subject to servicing or maintenance.</p>					N/A	
Race						N/A	
Gender reassignment						N/A	
Marriage & civil partnership						N/A	
Pregnancy & maternity						N/A	
Religion and/or belief						N/A	
Sexual orientation	N/A						

	Protected characteristics are collected at the point of referral to - or assessment by - the assessing clinicians, who are employed by the NHS and Local Authority; assessments are recorded on separate IT systems (Liquid Logic and ContrOCC) GIS responds to the requests that result from assessments and referrals that take place in these other organisations; GIS and GCC cannot directly influence the take up of the Service and Maintenance service.	
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4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
N/A	N/A

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Examine the current data collection requirements of the services	Ongoing	
Positive	Discuss future data collection requirements of the Service and Maintenance and Minor Adaptations services including, but not limited to, use of existing recording procedures and systems, change in clinician behaviour,	Ongoing	

	analysis of data/information from provider regarding KPI requirements to gather more data on protected characteristics of service users		

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

This Equality Impact Assessment (EIA) statement will be reviewed and updated as required throughout this project.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Sarah Scott
Date	24.5.22

Decision maker: 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.

Signature of decision maker	
Name of decision maker	Carole Allaway-Martin
Date	17 June 2022

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	Due to extenuating circumstances the information regarding the Service Users Protected Characteristic is not currently accessible.
Disability <i>percentage/profile of service users who have a disability</i>	
Sex <i>percentage/profile of service users who are male and who are female</i>	
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	

Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Not affected
Disability	
Sex	
Race	

Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
