

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 for a further 12 months.
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, 2023, a 1+1 extension has previously been agreed in June 2022. The reason for seeking a further 12-month extension is to ensure the contracts continue and equipment is serviced, maintained effectively out in practice and minor adaptations to homes continues.</p> <p>Exercising the option to extend both contracts for a final period of 12 months will allow additional time to agree and implement the recommendations made in the Equipment and Assistive Technology Review. This includes updating service specifications, re-baselining activity, reviewing KPIs and drawing on the learning and impact of the recent pandemic. These contracts link with numerous other services such as the community equipment service provided by the County Council. Working closely with strategic procurement, legal and financial services this complex connectivity will be planned for and addressed in the development of future pathways. Within existing contracts work will continue to review current service pathways, improve understanding of need and revise the Disabled Facilities Grants (DFG) processes working with Districts through the Strategic Housing Partnership to improve access and streamline the pathway for adaptations.</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 to approve the extension of Medequip and We Care & Repair contracts for a further 12 months (commencing 01/08/2023) for the provision of community equipment service maintenance & repair and minor adaptations services.
Person(s) responsible for completing this assessment	Catherine Vaughton Health & Social Care Commissioning Manager, Integrated Commissioning, ICB Gloucestershire Mary Morgan, Programme Director – Housing, Health and Care, Integrated Commissioning, ICB Gloucestershire Neil Penny, Senior Commissioning Manager – Housing, Health and Care, Integrated Commissioning, ICB Gloucestershire
Date of this assessment	19/12/2022

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 2022 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"> ICB Gloucestershire 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 help them stay in their homes and independent for longer as well as the servicing and maintenance of community equipment.</p> <p>The population profile for age within Gloucestershire taken from Gloucestershire County Council Population Profile 2022</p> <p>Current Population In 2020, the resident population of Gloucestershire was estimated to be 640,650 people of which:</p> <ul style="list-style-type: none"> • 22.3% were aged 0-19; • 55.9% were aged 20-64; • 21.8% 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. There is some variation at district level:</p> <ul style="list-style-type: none"> • 24.5%, Gloucester has the highest proportion of children and young people (aged 0-19) and exceeds the county and national figures. • Gloucester has the highest proportion of people aged 20-64 (58.4%), exceeding the county and national figures. • 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 26.2% Cotswold has the largest proportion of people aged 65 and over. <p>Gloucestershire's 65+ population is projected to experience the greatest growth, increasing by almost 70,900 people or 52.5% by 2043. Gloucestershire's 0-19 year old population is also projected to increase, but at a slower rate of 7.6% or 10,800 people by 2043.</p>	N/A																																															
Disability	<p>Positive Impact</p> <table border="1" data-bbox="395 1525 1070 1839"> <thead> <tr> <th rowspan="2"></th> <th colspan="5">% of age group</th> </tr> <tr> <th>All Age</th> <th>0-15</th> <th>16-49</th> <th>50-64</th> <th>64+</th> </tr> </thead> <tbody> <tr> <td>Cheltenham</td> <td>15.1</td> <td>2.7</td> <td>7.0</td> <td>18.1</td> <td>48.8</td> </tr> <tr> <td>Cotswold</td> <td>16.1</td> <td>2.7</td> <td>6.7</td> <td>14.8</td> <td>43.9</td> </tr> <tr> <td>Forest of Dean</td> <td>19.6</td> <td>3.6</td> <td>9.2</td> <td>20.3</td> <td>52.2</td> </tr> <tr> <td>Gloucester</td> <td>16.8</td> <td>3.5</td> <td>8.5</td> <td>22.6</td> <td>54.4</td> </tr> <tr> <td>Stroud</td> <td>16.7</td> <td>3.3</td> <td>7.9</td> <td>16.8</td> <td>47.6</td> </tr> <tr> <td>Tewkesbury</td> <td>16.5</td> <td>2.9</td> <td>7.1</td> <td>16.9</td> <td>47.6</td> </tr> </tbody> </table>		% 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	N/A
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Gloucestershire	16.7	3.1	7.8	18.3	49.0
England	17.6	3.7	8.7	23.8	53.6

Percentage of people with a long-term limiting health problem or disability, by broad age group, Gloucestershire, census 2011. 99,750 residents in Gloucestershire had a limiting long-term illness or disability (LLTI) according to census 2011. At a household level, 24.2% of households had at least one person with a long-term limiting health problem or disability; this was slightly lower than the figure for England of 25.7%.

Dementia is one of the major causes of disability in older people. Incidents of dementia increase with age - people aged 65-69 account for 6.0% of dementia sufferers over 65 in Gloucestershire; this increases to 21.9% for the 85-89 age group. Given the ageing population the number of dementia sufferers will increase in the future.

	Total	65-69	70-74	75-79	80-84	85-89	90+
Cheltenham	1,846	96	177	307	377	419	472
Cotswold	1,800	106	192	336	387	378	401
Forest of Dean	1,496	99	183	292	331	308	283
Gloucester	1,707	103	174	301	353	363	413
Stroud	1,931	124	226	377	433	454	318
Tewkesbury	1,562	96	168	294	343	343	318
Gloucester shire	10,320	624	1122	1,900	2,235	2,260	2,181
England	771,687	47,512	82,430	139,200	162,995	168,529	171,021

Many people with disabilities will require minor adaptations, as well as serviced and maintained community equipment which they use on a daily basis, within their homes to ensure they can live a fulfilling independent life. The table above 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. Continued and improved access to minor adaptations and serviced and maintenance of equipment can only improve these individuals' quality of life.

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 and independent for as long as 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> <p>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.</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

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


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	03/01/2023

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	20/12/2022

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
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Due to extenuating circumstances the information regarding the Service Users Protected Characteristic is not currently accessible.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	
<p>Religion and/or belief</p>	

<i>percentage/profile of service users religious beliefs</i>	
<i>Sexual orientation 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	