

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic, together with care leavers / care experienced adults, as the Council treats this group like a protected characteristic.

1. Background

Directorate	Adult Social Care
Service area	Integrated Brokerage
Title of the proposed change being assessed i.e. the policy, service or other development	The Gloucestershire Care Partnership Contract Extension
Describe the purpose of the proposed change and the intended outcomes	
<p>The purpose of the report is to:</p> <ul style="list-style-type: none"> • Seek cabinet approval for a short-term contract extension to the Gloucestershire Care Partnership to continue to provide Residential and Nursing provisions in the five older homes. • Gloucestershire County Council is not able to directly deliver nursing services. We therefore need to either extend the current contractual arrangements or tender for a new care provider whilst we undertake the work on the Market Position Statement and the wider analysis of need. 	

<p>Who is affected by the proposals?</p>	<p>Service users <input checked="" type="checkbox"/></p> <p>Wider community <input type="checkbox"/></p> <p>Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify:</p> <div data-bbox="778 1198 1353 1361" style="border: 1px solid black; padding: 5px;"> <p>The Gloucestershire Care Partnership</p> </div>
<p>Decision to be taken and decision maker</p>	<p>All homes are currently operating as 'Nursing' homes providing Residential, Residential Dementia, Nursing and Nursing Dementia placements. Gloucestershire County Council is not able to directly deliver nursing services. We therefore need to either extend the current contractual arrangements or tender for a new care provider whilst we undertake the work on the Market Position Statement and the wider analysis of need.</p>

Person(s) responsible for completing this assessment	Name: Brenda Yearwood Tel. no: 01452 328516 Email: brenda.yearwood@gloucestershire.gov.uk
Date of this assessment	16.10.2023

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the potential or actual impact of the proposed change on those who share the protected characteristics and care leavers / care experienced adults (e.g. survey of services users, community focus groups, analysing service usage data, engaging with the council's staff networks etc.). The actual information and data that has been collected and analysed should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This doesn't mean that you can't complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Methods / Sources
Service Users / Wider Community	<p>The Orders of St Johns Care Trust will respond to any queries related to the nine-month extension from Residents and their families and offer support in confirming that there is no change to the care in which they will receive.</p> <p>Gloucestershire County Council have committed to also provide support with responding to any questions or queries that arise.</p>	
Workforce	<p>The Orders of St Johns Care Trust have engaged with their staff in line with their internal HR policies.</p>	

	Gloucestershire County Council have committed to provide support with responding to any questions or queries that arise.	
Partners	Gloucestershire Care Partnership and Gloucester County Council are working together, to support any communications, or engagement where required.	
Other	Internal support services and Project groups. Internal service user information databases.	

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other methods / sources that were set out in section 2).

Service Users					
Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
PI Age		X			

ote cte					<p>There are currently 213 residents living across the five homes, who are funded by Gloucestershire County Council or Health under the Older Peoples Category of Care. 41% of the residents are between 81-90 years.</p> <p>Therefore, it is likely that this will affect those that are elderly, and those living with age-related long-term conditions such as dementia. While we have identified that there is no impact in the short-term, for at least 2 years, we are not sure how it will be received by residents and the uncertainty that this may cause residents, when thinking about their longer-term care.</p>
	Disability		X		<p>Due to the levels of Residential and Nursing Care that residents are receiving in the five care homes, it is likely that many have more than the 2% identified that they had a disability will be living with complex conditions. There has been no identified impact for the proposed action.</p>
	Sex		X		<p>There are more female residents across the five homes, with 70% of the resident being female. There has been no identified impact for the proposed action.</p>
	Race		X		
	Gender reassignment		X		Information not known, no identified impact
	Marriage & civil partnership		X		No identified impact.

	Pregnancy & maternity		X			Not known - No identified impact
	Religion and/or belief		X			
	Sexual orientation		X			
Additional Groups	Care leavers / care experienced adults		X			
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact

Gloucestershire County Council Staff						
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Protected Characteristics (Equality Act 2010)	Age		X			The staff are employed to work across the five homes, by The Orders of St Johns Care Trust. The age of the staff is not known by Gloucestershire County Council.
	Disability		X			It is not known how many staff, are employed with a disability, The Orders of St Johns Care Trust have the responsibility to support any employees who require

					additional support due to a protected characteristic, where required. We have identified no impact for employees with a disability for the proposed action.
	Sex		X		Not known, however most people working as carers in the health and social care sector are female, we have not identified and impact for female works with the proposed action.
	Race		X		Not know, however previously Gloucestershire had many BAME workers providing care in the sector.
	Gender reassignment		X		Not known - No identified impact
	Marriage & civil partnership		X		No identified impact
	Pregnancy & maternity		X		It is not known how many staff, are employed are currently pregnant or on maternity, The Orders of St Johns Care Trust have the responsibility to support any employees who require additional support. We have identified no impact for employees who are currently pregnant or on maternity leave.

	Religion and/or belief		X			Not known - No identified impact
	Sexual orientation		X			Not known - No identified impact
Additional Groups	Care leavers / care experienced adults		X			Not known - No identified impact
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on those who share the protected characteristics and care leavers / care experienced adults (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Extension of a Contract may raise concerns or questions from residents & staffing teams.	<p>A designated Contract Management Officer with responsibility for the Management of the Contract is allocated.</p> <p>This will support with consistency and knowledge of the Residents, Families and the Staffing within the homes. To work in partnership with The Orders of St Johns, and the Gloucestershire Care Partnership to support with any engagement on the impact the proposed action may have.</p>	Chloe Barnes	Ongoing
Residents	Adult Social Care Operations Colleagues are involved in the proposed action.	Adult Social Care	Ongoing

	This will enable practioners to be able to support Residents, and their families should they be required.		


5. Monitoring and Review


Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals afterwards. The Equality Duty is a continuing duty.

Lead officer(s):	Brenda Yearwood and Chloe Barnes
Frequency of the monitoring and review:	<p>The Contract Management Officer and wider internal colleagues who manage The Gloucestershire Care Partnership contact, will continuously work and engage with Residents, Families and Staff to review the short-term extension</p> <p>Contract Management Reviews, by the Contract Management Team will continue during this time, and any risks highlighted as required</p>

How the impact of the policy, service or development will be measured, including the data and information that will be used:	Gloucestershire County Council, Contract Management Team and Adult Social Care operations teams will continually work with residents, their families & The Order of St Johns Care Trust to ensure they are kept up to date with information, and that the quality and consistency of the care they receive is not affected.
Stakeholders who will be involved:	Regular Partnership Meetings between both parties will also be held on a regular basis to discuss and escalate any actions as necessary

6. Approval

Signature of Senior Officer	
Name of Senior Officer	Sarah Scott
Date	09.11.23

Signature of Decision Maker	
Name of Decision Maker	Cllr Carole Allaway-Martin
Date	08.11.23

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	1% 51-60 years 6% 61-70 years 23% 71-80 years 41% 81-90 years 25% 91-100 years 3% over 100 years
Disability	2% of residents consider themselves to have a disability
Sex	70 % Female 30% Male
Race	1% of the residents are from black or minority ethnic backgrounds as they categorised themselves as “Any other mixed background”. The profile of the remaining residents is: 82% White British 1% White European 17% Not known
Gender reassignment	Not known

Marriage & civil partnership	<p>21% of residents are married 7% divorced 1% separated 23% widowed 14% single 33% not known</p>
Pregnancy & maternity	Not applicable due to the age range off residents
Religion and/or belief	<p>1% Agnostic 9% Atheist 1% Baptist 3% Christian 35% Church of England 1% Church of Scotland 1% Jehovah's Witness 2% Methodist 1% None 44% Not known 3% Roman Catholic</p>
Sexual orientation	Not known
Care leavers / care experienced adults	Not known

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of Gloucestershire County Council staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
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Age	Information relating to staff within the five homes is not known, as they are employed by The Order of St Johns Care Trust, however they have not highlighted any risks or impact regarding the proposed action.
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Care leavers / care experienced adults	