

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. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

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 –Estate Strategy

Describe the purpose of the proposed change and the intended outcomes
<p>To delegate authority to the Executive Director of Adult Social Care, Wellbeing and Communities in consultation with the Cabinet Member for Adult Social Care Commissioning to implement the preferred option, to ensure provisions for residential and nursing services can continue to be delivered in five homes, owned by Gloucestershire County Council:</p> <ul style="list-style-type: none"> The Coombs (Forest of Dean) Rodley House (Forest of Dean) Henlow Court (Stroud) Grevill House (Cheltenham) Paternoster (Cotswolds) <p>a) To ensure the continued provision of residential and nursing care for older people in support of the Council's duties under the Care Act 2014;</p> <p>b) To ensure that Gloucestershire County Council is actively working to shape the local care market to encourage value for money, high quality local care to meet</p>

the projected gaps in current provision, so it more closely fits longer term future need;

- c) To continue to use the Council's Estate Strategy to stimulate market shaping in Gloucestershire's adult health and social care provision.

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	Yes
Other (please specify):	

Decision to be taken and decision maker	<p>That Cabinet delegates authority to the Executive Director of Adult Social Care, Wellbeing and Communities in consultation with the Cabin Member for Adult Social Care Commissioning to:</p> <ol style="list-style-type: none"> 1. Exercise the break clause and end the care contract with Gloucestershire Care Partnership with respect to the provision of residential and nursing care at the following five homes owned by Gloucestershire County Council: <ol style="list-style-type: none"> a) The Coombs (Forest of Dean) b) Rodley House (Forest of Dean) c) Henlow Court (Stroud) d) Grevill House (Cheltenham) e) Paternoster (Cotswolds) 2. Conduct a competitive procurement process in respect of a 7-year framework agreement, with the option to call-off individual contracts for each care home for the supply of residential and nursing care provision 3. Award such Framework Agreement to the preferred tenderer; 4. Award call-off contracts under the framework for the supply of residential and nursing Provision to the five homes listed in recommendation (1) above, for a period of 5
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	<p>years with the option to extend for a further 2 years, whose combined aggregate value shall not exceed £53.9m (excluding contractual inflation, if applicable)</p> <p>5. The Framework Agreement shall make provision to call-off further contracts for the supply of residential and nursing care at additional homes (including new-build homes owned by Gloucestershire County Council and any that are returned to Gloucestershire Council Council) up to a total framework value of of £234 million (excluding contractual inflation, if applicable). Any such additional call-off contracts will be subject to a further Cabinet decision.</p> <p>6. Note that the effect of exercising the break clause with respect to these five homes will not end the contract with our current provider in regard to the provision of care in the remaining four homes:</p> <ul style="list-style-type: none"> a) Millbrook Lodge (Tewkesbury) b) Monkscroft Care Centre (Cheltenham) c) Jubilee Lodge (Cotswolds) d) Chestnut Court (Gloucester)
<p>Person(s) responsible for completing this assessment</p>	<p>Chloe Barnes</p> <p><i>Contract Lead – The Gloucestershire Care Partnership</i></p>
<p>Date of this assessment</p>	<p>17th April 2024</p>

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data 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 does not mean that you cannot 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 Sources
Service Users / Wider Community	<ul style="list-style-type: none"> • There has not been any consultation or engagement with Residents or the wider community at this stage. • Gloucestershire County Council are committed to providing support to Residents, Relatives and Friends. 	<ul style="list-style-type: none"> • Resident data is held by Gloucestershire County Council on our internal Adult Social Care Case Management and Finance Systems. (We do not always hold data for residents who are Residential and funding their own care on our systems.) • Families and Friends data, for some Residents is held on our internal Adult Social Care Case Management and Finance Systems
Workforce	<ul style="list-style-type: none"> • There has not been any consultation with the OSJ workforce at this stage. • Gloucestershire County Council are committed to working with OSJ to provide support to the workforce where required. • OSJ will also engage with their internal HR policies. 	<ul style="list-style-type: none"> • The council do not currently hold the names of all the employees within the homes. However, Capacity Tracker provides us with indicative numbers of employees in each home.

Partners	<ul style="list-style-type: none"> There has not been any formal consultation with our ICB colleagues, however, there have been conversations, so they are aware of the options. 	
Other		

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 sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
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Protected Characteristics (Equality Act 2010)	The five original homes are predominantly Older People's homes, and provide Residential and Nursing care, while there will be a potential change in provider, the care and support individuals receive will not change and we will work with The Gloucestershire Care Partnership to ensure all measures are in place to ensure a smooth transition.	N/A – GCP Staff
Additional Groups (including care leavers / care experienced adults)		N/A – GCP Staff

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			<p>There are currently 123 residents living across the five original homes, who are funded by Gloucestershire County Council or Health under the Older Peoples Category of Care. 15% of the residents are between 65-75 years of age, 33% are aged 75-85.</p> <p>There are currently 204 residents living across the four re-provided homes, who are funded by Gloucestershire County Council or Health under the Older Peoples Category of Care. 7% of the residents are between 65-75 years of age, 37% are aged 75-85.</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 1 year, 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, however there the care and support people receive will not change now or in the future.</p>	Y
Disability					Due to the levels of Residential and Nursing Care that residents are receiving in the five	Y

					care homes, it is likely that many have more than the 20.3%% identified, are living with a disability or a complex condition.	
Sex		X			There are more female residents across the five original Homes, with 69.1% of the resident being female. There are more female residents across the four re-provided homes, with 67.2% of the resident being female.	N
Race		X			89.4% of residents in the original homes are from White British origins. 89.7% of residents in the re-provided homes are White British.	N
Gender reassignment		X			Information not known	N
Pregnancy & maternity		X			Information not known	N
Religion and/or belief		X			Information on religion is only available for 62% of the residents in the original homes, of which 60% are Church of England. For the re-provided homes information is available for 78% of residents, 57% of which are Church of England	N
Sexual orientation		X			This information is not available for 90.2% of residents in the original homes and 79.9% in the re-provided homes	N

Marriage & civil partnership		X			Information not known	N
Armed Forces community		X			Information not known	N
Carers		X			Information not known	N
Care leavers / care experienced adults		X			Information not known	N
Digital exclusion		X			Information not known	N
Geography, for example, urban and rural areas		X			Information not known	N
Socio-economic disadvantage		X			Information not known	
Vulnerable groups of society		X			The age of the residents within the home, and the disabilities and complex conditions that they may be living with, mean that all residents are a vulnerable group in society.	N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			The staff are employed to work across the five original and four re-provided homes, by The Orders of St Johns Care Trust. The age of the staff is not known by Gloucestershire County Council at this time.	N
Disability		X			It is not known how many staff, are employed with a disability, OSJ has 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.	N
Sex		X			Not known, however most people working as carers in the health and social care sector are	N

					female, we have not identified and impact for female works with the proposed action.	
Race		X			Not known	N
Gender reassignment		X			Not known	N
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 has 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.	N
Religion and/or belief		X			Not known	
Sexual orientation		X			Not known	
Marriage & civil partnership		X			Not known	
Armed Forces community		X			Not known	
Carers		X			Not known	
Care leavers / care experienced adults		X			Not known	
Digital exclusion		X			Not known	
Geography, for example, urban and rural areas		X			Not known	

Socio-economic disadvantage		X			Not known	
Vulnerable groups of society		X			Not known	
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

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 the protected characteristics and additional groups prior to implementation (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

<p>A new care provider for the five original homes</p>	<ol style="list-style-type: none"> 1. GCC & GCP to agree joint communications to both Residents & Representatives, and Staff. 2. GCC & GCP to send written communication to both Residents & Representative and Staff to update on the decision, and the potential outcomes offering reassurances that both placements, and jobs will not be at risk. 3. GCC & GCP to offer meetings with Residents & Representatives and Staff to further discuss the potential outcomes and give an opportunity for questions. 4. Ensure that both GCC & GCP keep Residents & Staff updated with the progress and decisions being taken at each stage. 	<p>GCC & GCP</p>	<p>On-going</p>
<p>TUPE of staff</p>	<p>HR department from both GCC & GCP will work in partnership to support with any engagement with employees on the impact the proposed action may have support them through the process.</p>	<p>GCC & GCP</p>	<p>Ongoing</p>

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 thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Chloe Barnes – Contract Lead
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	June 2024
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> ▪ What mechanisms will be used? ▪ How will service users / the wider community / GCC staff and other stakeholders be involved? 	<ul style="list-style-type: none"> ▪ The Contract Lead and wider internal colleagues who manage The Gloucestershire Care Partnership contact, will continuously work, and engage with Residents, Representatives and Staff to offer reassurance and information of each step of the process. This will include: <ul style="list-style-type: none"> - Written communications - Meetings in person and options for online meetings if required. - Email and telephone contacts given for anyone wishing to ask questions or require a conversation in relation to the proposed activity. ▪ Contract Management Reviews of each of the services, by the Contract Management Team will continue during this time, and any risks highlighted as required. ▪ 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.


- Regular Partnership Meetings between both parties will also be held on a regular basis to discuss and escalate any actions as necessary.
- HR department for both GCC & GCP

Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	As often as required, however a minimum of monthly.
<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<ul style="list-style-type: none"> • Adult Social Care Reviews of Individuals and their Care involving their wider families and representatives as required. • Contract Management Reviews of the Services by the Contract Management Team • Contract Lead, to facilitate meetings in the homes and engagement with individuals and their representatives. • HR department for both GCC & GCP

6. Approval

Signature of Decision Maker	
Name of Decision Maker	Cllr Carole Allaway-Martin
Date	7 May 2024

Signature of Senior Officer	
Name of Senior Officer	Sarah Scott
Date	07.05.2024

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information		
Age	Age	Original	Re-provided
	45 - 55	2.4%	0.5%
	55 - 65	0.8%	3.4%
	65 - 75	14.6%	7.4%
	75 - 85	32.5%	37.3%
	85 - 95	40.7%	43.1%
	95+	8.9%	8.3%
Disability	Disability	Original	Re-provided
	Hard of Hearing	5.7%	3.9%
	Learning Disabilities	6.5%	1.0%
	Physical Disability	3.3%	7.4%
	Severely Sight Impaired	1.6%	1.5%

	Sight Impaired	3.3%	2.0%
	Not known	79.7%	84.3%
Sex	Gender	Original	Re-provided
	Female	69.1%	67.2%
	Male	30.9%	32.4%
	Unknown	0%	0.5%
Race	Ethnicity	Original	Re-provided
	Any other Asian background	0%	0.5%
	Any other White Background	0%	0.5%
	Asian British	0%	0.5%
	Indian	0%	0.5%
	Not Known	8.1%	6.4%
	Not Stated	2.4%	0%
	White British	89.4%	89.7%
	White European	0%	0.5%
White Irish	0%	1.5%	
Gender reassignment	Unknown		
Pregnancy & maternity	Unknown		
Religion and/or belief	Religion	Original	Re-provided
	Athiest	12.2%	12.7%
	Baptist	0.8%	1.0%
	Christian	4.1%	5.9%
	Church of England	36.6%	44.6%
	Church of Scotland	0.8%	0.5%
	Hindu	0.0%	0.5%
	Methodist	1.6%	0.5%

	NULL Other religion Quaker Religion Withheld Roman Catholic Sikh	38.2% 0.8% 0.0% 0.0% 4.9% 0.0%	22.1% 4.9% 0.5% 0.5% 5.9% 0.5%
Sexual orientation	Orientation Heterosexual Not Disclosed Not Known Not Available	Original 1.6% 2.4% 5.7% 90.2%	Re-provided 14.2% 5.4% 0.5% 79.9%
Marriage & civil partnership	Status Divorced Living with Partner Married Separated Single Widowed Not known	Original 8.1% 0.0% 18.7% 0.8% 17.9% 21.1% 33.3%	Re-provided 5.9% 0.5% 21.6% 1.0% 12.3% 37.3% 21.6%
Armed Forces community	Not known		
Carers	Not known		
Care leavers / care experienced adults	Not known		
Digital exclusion	Not known		

Geography, for example, urban and rural areas	Not known
Socio-economic disadvantage	Not known
Vulnerable groups of society	Not known

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	n/a
Disability	n/a
Sex	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
Armed Forces community	n/a
Carers	n/a

Care leavers / care experienced adults	n/a
Digital exclusion	n/a
Geography, for example, urban and rural areas	n/a
Socio-economic disadvantage	n/a
Vulnerable groups of society	n/a
