

Equality Impact Assessment / Equality Analysis

(Updated July 22)

Title of service or policy	Community Services Transformation – Contracting Arrangements 2024/25
Name of directorate and service	Services jointly commissioned by B&NES Council & BSW ICB -Integrated Community Services Contract for Health, Adult Social Care and Public Health (B&NES)
Name and role of officers completing the EIA	Claire Thorogood
Date of assessment	1 st June 2023

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>Community health, social care and public health services are currently delivered by HCRG Care Group as an integrated contract between the Council and ICB which will end on 31st March 2024.</p> <p>The current arrangements are complex across many service lines with the following responsibilities:</p> <ul style="list-style-type: none"> ● Adult Social Care (B&NES)– Adult Social Work and other commissioned adult social services and Adults with a Learning Disability and their Families Service ● Children’s Community Health Services – B&NES, BSW ICB & Wiltshire County Council ● Adult Community Health Services – B&NES and BSW ICB ● Public Health - B&NES and BSW ICB <p>A full list of services within the current contract with HCRG Care Group (B&NES) is available.</p> <p>Following the decision to end the current contract with HCRG Care Group on 31st March 2024 both B&NES and the ICB agreed to commence three programmes of work to deliver a new operating model for health, adult social care, public health and community partners as part of Community Services Transformation as of April 2025. The programmes focus on high quality services that continue to meet the needs of our local communities.</p>

		<p>The three Community Services Transformation programmes are:</p> <p>Programme One: ASC Redesign and Community Partners for consideration of a new operating model for statutory adult social care services and future strategic commissioning intentions of services delivered by community partners</p> <p>Programme Two: Public Health for a review of the future commissioning framework of Public Health grant funded services</p> <p>Programme Three: Integrated Community Based Care for the future design of children's and adults community health across BSW</p> <p>The Community Services Transformation Programme offers the opportunity to create a new, exciting, and integrated model for health and social care services for local people and allows BSW ICB and Bath and North East Somerset Council the opportunity to commission these services at scale:</p> <ul style="list-style-type: none">• Enables commissioners to continue to work in a joined-up way to make sure everyone has access to the care and treatment that is right for them, live in communities that help them to lead healthier lives and have access to integrated local and specialised services• To redesign community services to focus even more on prevention and ensure residents get the support and care that is right for them• To explore adult social care statutory services and third sector commissioning of community partners to transfer back into the council <p>On 10th November 2022 B&NES cabinet took the decision to transfer back to the Council two adult social care services, currently directly delivered by HCRG Care Group, following the presentation of a Strategic Outline Business Case. The services include Adult Social Work and Adults with Learning Disabilities and their Families. It is intended that the Outline Business Case for ASC Redesign and Community Partners and Public Health will go to cabinet in Autumn 2023. A full EIA will be included with the Outline Business Case for the Autumn 2023 decision.</p>
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Update on New Contract Arrangements for 2024/2025

Ambition

The Bath & North East Somerset Swindon and Wiltshire Integrated Care System (BSW ICB) is embarking on a significant programme of work for the BSW Integrated Care System (BSW ICS) known as the Integrated Community Based Care (ICBC) programme (Programme 3), to redesign the way services in the community will be delivered in the future and this work is interdependent with Programmes 1 & 2. The proposed programme has two key stages:

1. Secure continuity of services for 2024 – 2025
2. Procurement of services from 2025 onwards

The ICB will be making the recommendation to the ICB Board (13th July) to secure a series of contracts for the delivery of community services across BSW from 1st April 2024 until 31st March 2025.

It is recommended that the council endorses the proposal for an interim arrangement for commissioning of the Community Health Contract, Public Health and Community Partners with the ICB as Coordinating Commissioner and the Council as Co-Commissioner for a one-year period from 1st April 2024. Services commissioned are to be delivered within approved policy and budget frameworks, subject to ICB approval in July.

Rationale

- Minimise service disruption and any potential negative impact this could have on the population of BSW, ensure continuity of critical services for BSW communities whilst a full procurement process is completed & ensuring patient safety, clinical effectiveness and/or patient experience during the period of transition into new operating model as of April 2025

Process

- The intention is to conclude negotiations on new contracts for 2024-25 as rapidly as possible to ensure they can be presented for approval to the ICB Board in July 2023
- 1 year contract to existing BSW community services providers
- For B&NES the ICB will be the Co-ordinating Commissioner and B&NES Council Co-Commissioner

Why is the 1 year interim arrangement needed

- ICB is not in a position to deliver the required planning and procurement actions to achieve the ambition for new and transformative contractual arrangements to be in place by April 2024, due to a number of reasons including the complexity of the proposed programme and the multi-partner approach required.

For B&NES this means

- Current contract with HCRG Care Group ends 31st March 2024 – upholds non extension decision made May 2022
- This is a new contract arrangement with ICB leading contract negotiations and issuing NHS Standard contract as a prime contract model
- Services delivered by Community Partners (sub contractors) will continue to be commissioned by HCRG Care Group for this period
- ASC services will transfer back to Council 1st April 2024
- Proposed to include services delivered by Community Partners (sub-contracts) and Public Health Services
- Review S75 requirements for pooled funding arrangements and commissioning decisions/governance

Transfer of contract governance and monitoring responsibility to ICB but maintain current commissioner service performance oversight (integrated commissioning

		and Public Health commissioning teams) in line with current contract governance arrangements
1.2	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>All services are in place to meet our current statutory obligations. Services will be reviewed to ensure they continue to meet these requirements under the Health & Care Act 2022 and several other legislative changes that are coming into place. These changes will be identified in specific EIA's.</p> <p>This is an opportunity to review collaborative ways of working across the Health & Social Care System to ensure the new service delivery model meet the needs of the B&NES population.</p> <p>Whilst there are some national drivers in terms of reforms and legislative changes the key issue is the previous locality decision to not extend the current contract beyond 31st March 2024 and the proposal to enter into a new contract arrangement for 1 year with HCRG Care Group. The ICB will be the Co-ordinating Commissioner and Council as Co-Commissioner for this time limited new contract arrangement.</p> <p>Proportionate EIA's will review requirements in more detail within the Outline Business Case process for Autumn 2023 decision on the procurement of services from 2025 onwards (Stage 2). The Council will complete EIA's for ASC Transfer, Community Partners and Public Health. The ICB will complete the EIA for Community Health services.</p>
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The new service delivery model and provision (April 2025) will be aligned with the Council's corporate strategy and priorities. Stage 2 EIA's will highlight specific links.

2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What equalities training have staff received to enable them to understand the needs of our diverse community?	Individual EIA's will review training requirements related to service delivery.
2.2	What is the equalities profile of service users?	<p>The community services will be delivered across the whole population of B&NES, each individual EIA will breakdown the overall profile further.</p> <p>Strategic Evidence Base Bath and North East Somerset – published 8th September 2022.</p> <p>Population</p> <ul style="list-style-type: none"> ● In 2021, the population of B&NES was estimated to be 193,400, a 9.9% increase since the 2011 census (176,016) - this increase is higher than the overall increase for England (6.6%) and the South West (7.8%) ● Since 2011, there has been a 17.5% increase in people aged 65 years and over in B&NES, lower than the national increase of 20.1%. We have also seen an increase of 8.2% in people aged 15-64 years and an increase of 7.6% in children under 15 years

		<p>Ageing Population</p> <ul style="list-style-type: none"> • The population of B&NES is projected to increase by 8% from 2018 to 2028, from 192,106 to 207,919 • The working age population (15-64) is projected to increase by 7% by 2028 • The 65+ population is projected to increase by 15% over the same period • Within the 65+ group, the largest increase is projected to be in the 75-84 age range (33%), followed by the 85+ age group (20%)
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Individual EIA's will refer to any known differences in experience and outcomes
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	A communication and engagement plan has been established as part of the programme plan for Programmes led by the Council and the ICB is also developing a communication and engagement plan for Stage 1 and Stage 2 of the Community Services Transformation programme
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	There is no requirement for consultation on the proposed new contract arrangement for 2024-2025 because the contract award does not change the service offer to residents
3. Assessment of impact: 'Equality analysis'		
	<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or could help promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 	

		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Issues relating to all groups and protected characteristics	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.2	Sex – identify the impact/potential impact of the policy on women and men.	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.3	Pregnancy and maternity	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.4	Gender reassignment – identify the impact/potential impact of the policy on transgender people	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.5	Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.6	Age – identify the impact/potential impact of the policy on different age groups	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.

		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.7	Race – identify the impact/potential impact on across different ethnic groups	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.8	Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.9	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.10	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.11	Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.

	attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).		
3.12	Rural communities* identify the impact / potential impact on people living in rural communities	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
3.13	Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law (Armed Forces Act 2021) to pay due regard to both current and former members of the Armed Services when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Act 2021 requires Local Government to pay 'due regard' to the principle that it is desirable to remove disadvantages, when accessing public services, for service people from membership, or former membership, of the armed forces.

4. Bath and North East Somerset Council & NHS B&NES, Swindon and Wiltshire Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will review the document, offer further advice/guidance and publish it on the Council's and/or NHS B&NES', Swindon and Wiltshire website. Keep a copy for your own records.

Signed off by:

(Divisional Director or nominated senior officer)

Date: