

Equality Impact Assessment / Equality Analysis

(Updated July 22)

Title of service or policy	Community Services Transformation
Name of directorate and service	B&NES Community Partners
Name and role of officers completing the EIA	Gary Guest
Date of assessment	8 th September 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>Current contract with HCRG Care Group</p> <p>Community Health, Adult Social Care, some Public Health services and services delivered by Community Partners 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 commissioning responsibilities:</p> <ul style="list-style-type: none"> ● Adult Social Care – Adult Social Work and other commissioned adult social services and Adults with a Learning Disability and their Families Service (B&NES) ● Children’s Community Health Services – B&NES & BSW ICB ● Adult Community Health Services – B&NES and BSW ICB ● Public Health - B&NES and BSW ICB ● Community Partners – B&NES & BSW ICB <p>A full list of services within the current contract (year 7 2023/24) 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.</p> <p>1 year contract award April 2024 – March 2025</p>
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On 26th July 2023 a Single Member Decision was taken to include services delivered by Community Partners in the new 1 year contract award to HCRG Care Group from April 2024 to end March 2025. BSW ICB will be the Co-ordinating Commissioner and B&NES Council will be a Co-Commissioner for the 1-year contract term. Decision reference E3469.

For B&NES this means:

- Current integrated contract with HCRG Care Group ends 31st March 2024 with B&NES Council as the Co-ordinating Commissioner
- Th new contract arrangement is led by BSW ICB to deliver contract negotiations for 2024/25 and issue NHS Standard contract to HCRG Care Group as a prime contract model within the agreed budget framework for B&NES funded services
- Services delivered by Community Partners (sub contractors) will continue to be commissioned by HCRG Care Group for this period

Services delivered by Community Partners as of April 2025

Phase 1 is split into 2 areas of focus:

- a. Review of services delivered by community partners as sub-contractors within the prime contract delivered by HCRG Care Group
- b. Procurement planning and timetable for recommissioning of services

Phase 1a - review of services delivered by community partners in B&NES has been completed and future strategic commissioning responsibility for services agreed between B&NES Council and BSW ICB.

4 services (delivered by 3 community partners) are proposed to be in scope for Programme 3 and the Integrated Community Based Care decision will be taken by BSW ICB on 21st September 2023 and ratified at the 4th October 2023 Finance and Investment Committee. These services will be considered as part of the EIA for Programme Three Integrated Community Based Care.

These services include:

1. End of Life Care
2. Dementia Assessment Service
3. Specialist Neurology and Stroke – Communication Support Service
4. Specialist Neurology and Stroke – Community Stroke Co-ordinator

During this phase 5 services were identified as being required to not be included in the 1-year contract award for 2024/25, by mutual agreement with HCRG Care Group it has been agreed to return these services to be directly commissioned by B&NES as of April 1st 2024. The rationale for this approach ensures alignment with other B&NES commissioned services and the opportunity to consolidate services earlier and future proof service delivery in line with existing council priorities.

These services include:

1. Children's Direct Payments
2. Community Equipment
3. Homelessness/ Temporary Accommodation Somer
4. Homelessness/ Temporary Accommodation Dartmouth Avenue
5. Homelessness Prevention – Assertive Outreach

Phase 1.b - development of a procurement plan and timetable for commissioning of services delivered by community partners as of April 2025 and this is outlined in the decision paper November 2023.

All remaining services delivered by community partners are proposed to be directly commissioned by B&NES Council as of April 2025. Strategic commissioning portfolios for these services include:

- Adult Social Care
- Housing

		<ul style="list-style-type: none"> • Children's • Public Health <p>Phase 2 will comprise of a strategic commissioning review of all services and this will commence during 2023/24 ahead of April 2025 when services return to B&NES to be directly commissioned and contract managed. The strategic commissioning review will be led by the Integrated Commissioning Team in partnership with Public Health and Housing commissioners' input. There will be detailed EIA's produced for each service at this stage as part of the strategic commissioning review and co-design process with partners.</p>
<p>1.2</p>	<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 strategically reviewed during 2023/24 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 as part of Phase 2 as outlined above.</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 meets the needs of the B&NES population and optimises delivery within future budgetary envelop.</p>
<p>1.3</p>	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>No, the approach proposed is in line with B&NES priorities and supports wider ambition of BSW health and care system.</p> <p>The contract management of the services delivered by community partners will transfer to the B&NES Integrated Commissioning team as of April 2025. This will support the safe transition of services delivered by community partners from HCRG Care Group contracting for the 8-year term to community partners being directly commissioned and contract managed by B&NES.</p> <p>BSW Integrated Care Strategy - in March 2023 partners across B&NES, Swindon and Wiltshire (BSW) approved the Integrated Care Strategy.</p> <p>The strategy identifies three clear objectives:</p>

		<ul style="list-style-type: none"> • focus on prevention and early intervention • fairer health and wellbeing outcomes • excellent health and care services <p>The strategy recognises the central need to focus attention on delivering personalised care, supporting the development of healthier communities and ensuring health and care professionals in those local communities are working in a joined-up manner.</p>
<h2>2. Consideration of available data, research and information</h2>		
<p>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:</p> <ul style="list-style-type: none"> • 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 		
	<p>Key questions</p>	<p>Data, research and information that you can refer to</p>
<p>2.1</p>	<p>What equalities training have staff received to enable them to understand the needs of our diverse community?</p>	<p>Individual EIA's resulting from the strategic commission review will review training requirements related to service delivery as part of the strategic commissioning review during 2023/24.</p>
<p>2.2</p>	<p>What is the equalities profile of service users?</p>	<p>The community services will be delivered across the whole population of B&NES.</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 that result from the strategic commission review during 2023/24 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 as part of the Community Services Transformation programme. Community partners have attended a number of engagement meetings to be updated on governance timelines and next steps.

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?	<p>There is no requirement for consultation on the proposal for B&NES to directly commission current services delivered by community partners as of April 2025 because there are no changes to current services that are delivered to residents and services will be delivered in line with exiting policy framework and budget.</p> <p>The future strategic commission review of services could require commissioners to undertake consultation and this will be considered once this phase commences.</p>
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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	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.

	lesbian, gay, bisexual, heterosexual people		
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 attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	Individual EIA will highlight activities to promote equality	Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.
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.

<p>3.13</p>	<p>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).</p>	<p>Individual EIA will highlight activities to promote equality</p>	<p>Individual EIA will highlight impacts and action that may be taken to mitigate adverse impacts.</p>
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*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
Data and insight into services delivered by community partners could be strengthened to better evidence impact on residents	Through contract management governance request HCRG Care Group to provide regular performance reports on service delivery with stronger focus on experiences of and impact on residents	Incorporate this requirement into the B&NES & BSW ICB contract management arrangements for 2024/25 Quarterly performance reports produced by HCRG Care Group	Gary Guest, Head of Contracting and Performance	February 2024 June 2024
Services delivered by community partners need to be closer aligned to the review of B&NES wellbeing and prevention offer to residents	Use information and insight developed through phase 1 review of services to inform B&NES wellbeing and prevention offer being developed	Incorporate review of B&NES wellbeing and prevention offer into Adults Social Care Service Plan 2024/25	Natalia Lachkou, Assistant Director – Integrated Commissioning	December 2023

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: Natalia Lachkou, Assistant Director – Integrated Commissioning
(Divisional Director or nominated senior officer)

Date: 22 October 2023