

LD Supported Living Services

Department

Community & Well-Being

Created

3rd August, 2017

Status

Assessed

Person Responsible

Laura Power

Last Review

3rd August, 2017

Next Review

3rd August, 2018

Impact Assessment Data

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (select all that apply)

- Positive
- Neutral

The majority of people living and receiving care and support at these services are entering older age. We have ensured that the service specification developed includes the expectation that the service provider will be able to support people who have learning disabilities entering older age, support people to stay well as they age and ensure the provider has the skills to observe, refer to appropriate services and manage any changes in need that may arise from aging such as changes to mobility, health or memory.

5.2 Disability (select all that apply)

- Neutral

Service users, their family members/ appropriate individuals and advocates have been consulted about the tender process and to co-produce the tender documentation ensuring that the service procured represents the needs and the service requirements of the individual's living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens. Service users and their family members had the opportunity to support the evaluation of tenders through attending a presentation delivered by bidders and giving their views on the content and delivery.

Any change needs to be well managed with these service users as due to their cognitive impairment they have substantial difficulty in understanding any changes. The tender process does not represent a change of provision, individuals will continue to receive a 24 hour supported living service which meets their individual outcomes and needs arising from their disability as per their personalised support plan. Staff currently delivering the service will have the right to TUPE and may choose to do so which would minimise the impact of change should a new service provider win the tender.

A 3 month implementation period has been scheduled so that in the eventuality that a new provider wins the competitive tender process there is sufficient time for the provider to work with the individual's living and receiving care at these accommodations, their family members and advocates to support them to understand and manage the change of care provider delivering their service. This will also allow ample time for the service provider to get to know these individuals well, understand their need and how to support them. Brent Officers will work closely with the service provider, service users and their families to support the transition as required.

5.3 Gender identity and expression (select all that apply)

- Neutral

it is anticipated that there will be no impact on gender identity and expression as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens. Individuals are supported in line with their assessed needs, support plans and choices, should an individual wish to engage with services related to gender identity and expression the service provider can support them to do so under the new contractual arrangement.

5.4 Marriage and civil partnership (select all that apply)

- Neutral

it is anticipated that there will be no impact on gender marriage and civil partnership as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and

receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens. None of the individual's currently in situ are married or in a civil partnership.

5.5 Pregnancy and maternity (select all that apply)

- Neutral

it is anticipated that there will be no impact on pregnancy and maternity as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens. None of the individual's currently in situ are pregnant or have children.

5.6 Race (select all that apply)

- Neutral

it is anticipated that there will be no impact on race as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens.

Of the 9 Brent residents currently in situ 11% are Black British, 22% are Asian and 67% are White British.

The specification for the service has been developed in consultation with individuals appropriate individuals/family member and advocates. Included within the specification is the expectation that the provider will meet individual's cultural needs particularly related to personal grooming and nutrition. The service provider will support people to meet their needs and wishes arising from their race, ethnicity and culture such as accessing groups in the community and cooking meals from the individuals culture.

5.7 Religion or belief (select all that apply)

- Neutral

It is anticipated that there will be no impact on religion as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens.

Individual support plans take into account an individual's needs arising from their religion, such as ensuring that ingredients selected or preparation methods for cooking lessons are compatible with the individual's religion. The service provider will continue to support service users access to community groups, places of worship and observe festivals relevant to their religion or belief. This has been detailed in the service specification.

5.8 Sex (select all that apply)

- Neutral

It is anticipated that there will be no impact on sex as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens.

Of the 9 Brent residents currently in situ 11% are female and 89% are male. Service users will continue to receive continuity of care, it is expected that gender matching support will be observed where possible should this be appropriate.

5.9 Sexual orientation (select all that apply)

- Neutral

It is anticipated that there will be no impact on sexual orientation as a result of the competitive tender process to procure a service provider to deliver a 24 hour care and support service to the individuals living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens.

Presently we do not have any data surrounding sexual orientation for these service users. The service provider will be expected to support people's needs, should an individual wish to explore their sexual orientation it is expected that the service provider will support them to access services which can facilitate this.

5.10 Other (please specify) (select all that apply)

- Neutral

No other impacts have been identified as a result of this tender process.

6. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

What did you find out from consultation or data analysis?

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

How did your findings and the wider evidence base inform the proposal?

Data for this EA has been drawn from Mosaic.

Family members/ appropriate individual's have been consulted face to face and over the telephone to ensure their inclusion in the tender process. This has included explaining the tender process, seeking their views on what is important to be included and their views and comments on the drafted tender documentation. At the point of completing this EA all family members have been satisfied with the tender documentation drafted and their involvement in the process.

7. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

- No

No impacts have been identified as unlawful under the Equality Act 2010.

8. What actions will you take to enhance any potential positive impacts that you have identified?

We have ensured that a detailed service specification which accurately represents the needs of the individual's living and receiving care at Kinch Grove, Manor Drive and Beechcroft Gardens has been drafted which is satisfactory to those identified as appropriate individual's for the service users in situ. It is expected that we will have a better basis for reviewing the quality of the service provided and ensuring that a high quality supported living service which meets people's needs, outcomes and aspirations is delivered.

9. What actions will you take to remove or reduce any potential negative impacts that you have identified?

No negative impacts have been identified. We will continue to fully involve family members/appropriate individual's throughout the process to mitigate any negative impacts or impacts arising from potential change.

10. Please explain the justification for any remaining negative impacts.

No negative impacts have been identified at this time. We will continue to engage and consult with service users, their family members and advocates throughout the process to manage any anxieties or issues that may arise.