

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Technology Enable Care
DEPARTMENT:	Community Wellbeing
TEAM:	Perforance, Improvement and Insight – Service Improvement
LEAD OFFICER:	Darren Persaud
DATE:	8 th October 2020

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

Adult Social Care are seeking to re-procure our telecare service, in the future known as our Technology Enabled Care (TEC) service. TEC aids independent living by using different technology, including monitors, alarms and sensors to monitor and support residents of Brent. The new service will go live 01/04/21.

Brent's TEC vision is to provide an offer that is easily accessible and contributes to the improved health and wellbeing for local adults. It aims to deliver an improved choice of services and products offered, which support the ability to live as independently as possible at home while retaining a good quality of life.

The strategic commissioning objectives of the new service will be to:

- Move to a volume based contract for improved monitoring; enabling Brent to better determine whether our services are offering value for money, measured by monitoring the wellbeing of our residents and analysing changes to their required service use. Reductions in packages of care, reduced use of statutory services and improved independence and mental health amongst residents would indicate that our TEC service strategy is offering value for money and is improving the quality of life for residents.
- Rationalise current TEC to those people who would clearly benefit from it, based on a utilisation review of existing clients, and the development of a refreshed protocol for allocation of such support;
- Shift investment into new and existing TEC for people who have potential to remain or become independent, with reduced dependency on statutory care or support. The use of TEC in Adult Social Care allows for greater personalisation of care where the needs and requirements of residents can be determined on a case by case basis. Investing in TEC is not a substitute for care from social care professionals, but rather, TEC will enable residents to better connect and make use of the services available to them, building a service that allocates resources as effectively as possible.

- Drive improvement of standards in our monitoring, response and installation and maintenance provision, with an emphasis on the analogue to digital switchover in 2025;
- Innovate, by piloting and developing new and better operational process and practices, alongside training and access to a best practice for referrers. Ensuring we are taking a truly person focused approach to promote independence.

2. Who may be affected by this policy or proposal?

This service is most likely to affect the adult social care cohort. This service will be for anyone who had an identified eligible need, where we can utilise TEC to either support a person in their own home or maximise their independence and wellbeing for as long as possible, negating the need to statutory services.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes there is relevance because disability is one of the protected characteristics under the Equality Act 2010.

The duty means that Brent must: i) eliminate discrimination; ii) advance equality of opportunity; iii) foster good relations between those who share a protected characteristic and those who do not.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		x	
Sex		x	
Race		x	
Disability	x		
Sexual orientation		x	
Gender reassignment		x	
Religion or belief		x	
Pregnancy or maternity		x	

Marriage		x	
----------	--	----------	--

5. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	x	
Does the policy or proposal relate to an area with known inequalities?	x	
Would the policy or proposal change or remove services used by vulnerable groups of people?	x	
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	X	
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The vision of Adult Social Care in Brent is to put people at the heart of our thinking and to promote their independence and wellbeing. Central to this vision is Brent's strength-based approach. This approach is key to achieving the best outcomes for the residents we support. Wellbeing is the overall social work, occupational health and sensory impairment practice goal of Brent's Adult Social Care department, supported by our foundations and our work on trust commitment and partnerships. Wellbeing is a broad concept, sitting at the heart of the Care Act 2014.

Brent's current assistive technology provision has largely remained unchanged for over ten years. As previously mentioned, Brent's TEC vision is to provide an offer that is easily accessible and contributes to the improved health and wellbeing for local adults. It aims to deliver an improved choice of services and products offered, which support the ability to live as independently as possible at home while retaining a good quality of life.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	n/a
DISABILITY	
Details of impacts identified	The pilot is likely to have positive impact on the customers with physical or learning disabilities, as it will provide additional support in conjunction with traditional methods of care.
RACE	
Details of impacts identified	n/a
SEX	
Details of impacts identified	n/a
SEXUAL ORIENTATION	
Details of impacts identified	n/a
PREGANCY AND MATERNITY	
Details of impacts identified	n/a
RELIGION OR BELIEF	

Details of impacts identified	n/a
GENDER REASSIGNMENT	
Details of impacts identified	n/a
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	n/a

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

No.

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

A number of pilots have been commenced to input into the design of this service. Other LA's and colleagues in Brent CCG have been engaged. Service users have been involved in service pilots, for example, a six week pilot is under way where ten service users are trialling a product offered by Kemuri Sense. The data collected from such pilots will be of significant value when it comes to future procurement decisions.

5. Please detail any areas identified as requiring further data or detailed analysis.

No area identified

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

n/a

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

There will be regular reviews within the first year of the new service going live. .

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The new service will be seen as a partnership between Brent and the selected provider, working closely together to inform and advise the future strategy and business of the TEC service. The provider will act as a collaborative partner in further developing the design of the service, leading, driving and embedding change and working flexibly with the Council in the further implementation of TEC provision. This will lead to a much improved service for the residents of Brent. Which will be easily accessible and contributes to the improved health and wellbeing for local adults. We want to deliver an improved choice of services and products offered, which support the ability to live as independently as possible at home while retaining a good quality of life.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Draft service specification	Complete detail of the service specification and key objectives and deliverables.	Darren Persaud	October 2020
Approval/sign off	Change & Improvement board Technical Development Authority	Darren Persaud	October 2020
Tender	Issue Tender Panel Evaluation Award Mobilisation	Darren Persaud	November 2020 – March 2021
Service go live	New service in place and communicated to internal and external stakeholders.	Darren Persaud	April – June 2021
Evaluation	Review at 6 months	Darren Persaud	December 2021

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Darren Persaud
REVIEWING OFFICER:	Richard Harrington 14/10/20
HEAD OF SERVICE:	