

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Authority to Invite Tenders for a Day Opportunities Framework for Adults
DEPARTMENT:	Adult Social Care
TEAM:	Commissioning, Contracting and Market Management
LEAD OFFICER:	Andrew Davies
DATE:	October 2024 (user numbers updated December 2024)

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.

Overview

Brent Council is proposing to develop a dynamic day support offer, that creates a more varied and cost-effective offer to people receiving day services. The proposal firstly involves transformation of the Council's own Direct Services day service provision which will include the New Millennium Day Centre being co-located with a Community Wellbeing Project, offering greater opportunities for joint work and integration.

Secondly it is proposed to make changes to support and services available in the external market, improving opportunities to access leisure, social activities, volunteering and employment.

In order to influence and shape the market it is proposed to develop a new service specification and to procure a framework of providers which can meet the new requirements.

The specification will see a shift to a sessional model of day opportunities and a more flexible offer; individuals and their families, dependent on their care needs will have the choice of support through building based and/or more community-based offers.

To shape this work engagement has been undertaken with people who use services, their families and carers as well as service providers and staff. This included a formal consultation about changes at New Millennium. As a result of this work a commissioning plan has been developed which sets out a number of actions required to support the transformation. This procurement exercise is one of those actions.

Working more closely with the Community and Voluntary Sector will support a wider range of organisations to engage with the Council, offering services which can be purchased through the new contractual framework, or by the customers with a Direct Payment. In turn this should enable a wider range of needs to be met.

Proposal

Day opportunities provide a vital part of many service users' care, ensuring that their wider health and wellbeing is supported alongside personal care needs. When the right care is provided this can increase the level of independence someone has and meet their holistic needs in a person-centred way.

The wrong care however can have the opposite effect, and more traditional forms of day care can increase the level of dependency unnecessarily and replace involvement in wider society that people could have through employment, volunteering or involvement in other parts of community life and culture.

Traditional services can also be limited in the way that they meet people's personal or cultural preferences, something that is incredibly important in a borough as diverse and ever changing as Brent.

The proposal is to develop a more varied offer for the people in Brent. This will promote a sessional use of day opportunities and a more flexible offer. Individuals will continue to have access to building based services but will also have greater access to more community-based offers. Some people will be able to have a direct payment and use this to purchase the day opportunities that they wish to attend, when they want to attend them, including accessing services in the evenings and weekends if this fits with their care and support needs. This could include community social or sporting clubs, or special interest groups for example.

Access to services will be based on an assessment of needs and providers will be required to state how they can help people meet their needs and achieve their outcomes. The service specification will have a standardised pricing approach which will improve transparency around the referral and funding processes.

The framework will be open to all providers and should support a broadening of the service offer in Brent.

The contract will allow for quality monitoring which will promote service improvement throughout the life of the framework.

This contract will aim to deliver improved outcomes for people through the provision of appropriate support or services. As part of the engagement process, people who use services have contributed to the development of "I statements", which are included in the service specification, to ensure that services are meeting the things that service users have told us are important.

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

As of September 2024 there were 310 people registered to use day services in Brent. Of these, 106 people currently attend the Council's own Direct Services provision at either the New Millennium Day Centre or John Billam for part or all of their support. The remainder accessing a variety of services both within and outside of the borough.

There are 4,392 people in Brent receiving Adult Social Care services. As the number of people attending day services has reduced since the Covid pandemic it is possible that some of this wider group of social care users may benefit from a broader service offer and

would/could access it if the offer changed to better meet their needs. This could include some people already using Direct Payments.

As part of the work to develop the Commissioning Plan, engagement was undertaken with people who use services, their families and service Providers. In addition, a formal consultation was undertaken relating specifically to the future of the New Millennium Day Centre. Development of the Service Specification includes consideration of feedback received regarding what is most important to people, including "I statements".

Current service users will not be required to move services and any future support will be planned following an assessment of needs to ensure that support that meets their needs and promotes independence.

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. The proposals to widen the service offer will have an impact on people with a disability and older people who are eligible for Adult Social Care services and who may currently access services, or may do should that offer change to better meet their needs. Whilst there would be no immediate impact or change of provision, longer term the way their needs are met may change.

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	Impact Neutral/None	Impact 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
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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.

There are 310 people currently registered to use day services. Of these, 106 people currently attend the Council's own Direct Services provision at either the New Millennium Day Centre or John Billam for part or all of their support. The remainder accessing a variety of services both within and outside of the borough.

All these current users will experience very little immediate change/impact as they will not be required to change service. At the point of review, workers may discuss new, alternative offers with them but people who are happy with their current service and having their assessed needs met, will be able to continue with that service. Any impact in the longer term should be positive as it will enable people to access a broader range of provision should they wish to.

Brent Council holds the following information on the 310 people:

Age profile

18-64 - 236

65-74 - 25

75-84 - 27

85+ - 22

Service user group

Learning Disability - 212

Physical Support and Disability – 87

Memory and Cognition – 8

Sensory – 2

Mental Health - 1

Ethnicity

Asian or Asian British - 118

Black or Black British - 93

White – 82

Other groups - 17

Gender

Male – 173 (56%)

Female – 137 (44%)

This differs from the wider Adult Social Care population where 56% of the people accessing services are female and 44% are male.

It is recognised that day opportunities are valued by many people using the services and their carers. The right support can increase independence and meet social, recreational and wellbeing needs. However, some more traditional forms of day service can increase dependency and deprive people of the opportunity to be more involved in their wider community and the opportunities that holds including employment, volunteering or other social and culture experiences. Services can also be limited in the way that they meet people's personal or cultural preferences, something that the proposal seeks to improve.

The proposal for a more dynamic day support offer therefore is made with the intention of creating greater positive opportunities for people within the diverse community.

New contracts also allow for closer monitoring of the provision which should support continuous improvement within services and an attention to safeguarding and health and safety requirements.

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	<p>The majority of people using day services are younger disabled people (under 65). Therefore any impacts will be predominantly for this working age cohort rather than older people. Older people are therefore not disproportionately impacted by this proposal but there are 74 people aged 65 and over currently using day services.</p> <p>The impact will be very limited as the plans do not involve existing service users changing their service unless at a future review they choose to access alternative offer.</p>
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Any change made to package changes are done following a person centred review and of a person's assessed care and support needs.

DISABILITY

Details of impacts identified

The impact of the proposal to procure a framework of new provision will be very limited as the plans do not involve existing service users changing their service unless at a future review they choose to access an alternative offer.

The majority of people using day services have a disability and therefore any changes would have a greater impact on disabled people as they are the main cohort accessing the services. It is anticipated these impacts would be minimal to customers in terms of them noticing any significant change or immediate impact but should offer a broader range of options in future.

Any changes to care packages would follow a review of needs and discussions with the person and their family to find services which best meet a person's needs.

RACE

Details of impacts identified

Two thirds of the 310 people currently using day services are from an ethnic minority background. People from ethnic minority backgrounds will therefore be impacted by the proposals, but the intention is that the impacts will be positive – offering people more choice and flexibility in future should they have a preference for a different service. Current service users will not be impacted unless they choose to make that change.

It should also be noted that the proposal aims to provide access to services which can better meet people's cultural needs. A move from the traditional model of day services should better meet some of the needs of people who currently do not, or cannot, attend services because they are not seen to meet their needs appropriately. This will include some of the more recently emerging communities in Brent. Working with the local Community and Voluntary Sector, attempts are being made to widen the number of organisations working with the Council to meet people's needs, this should include cultural and faith groups amongst others.

The intention is that attracting new services to work with the Council should be positive, with more choice and flexibility and services able to meet needs within local communities.

SEX

Details of impacts identified	Whilst there is a variation, and more male service users currently use day services as a whole, the impacts on both male and female service users will be the same and the impacts should be positive.
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SEXUAL ORIENTATION

Details of impacts identified	N/A
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PREGANCY AND MATERNITY

Details of impacts identified	N/A
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RELIGION OR BELIEF

Details of impacts identified	<p>The proposal aims to provide access to services which can better meet people's cultural needs. A move from the traditional model of day services should better meet some of the needs of people who currently do not, or cannot, attend services because they are not seen to meet their needs appropriately. This will include some of the more recently emerging communities in Brent. Working with the local Community and Voluntary Sector, attempts are being made to widen the number of organisations working with the Council to meet people's needs, this should include faith groups amongst others.</p> <p>The intention is that attracting new services to work with the Council, either through the contract framework, or purchased through Direct Payments, should be positive, with more choice and flexibility and services which are more able to meet needs within local communities.</p>
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GENDER REASSIGNMENT

Details of impacts identified	N/A
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MARRIAGE & CIVIL PARTNERSHIP

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

No. The Council will continue to ensure people's assessed care and support needs are appropriately met. The impacts should offer an improved variety of provision for people. An individual review of needs will continue to be undertaken, ensuring people's needs are met and outcomes achieved.

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

Yes, a number of engagement exercises have informed the development of the Commissioning Plan and subsequent procurement exercise. These involved people across a variety of services, forums and providers and were therefore reflective of people who will be affected. It also included a specific public consultation which began in December 2023 over the future of the New Millennium Day Centre. This feedback informed that service development as well as the wider commission intentions.

In addition, service users helped develop the “I statements” which form part of the Service Specification being used for the tender.

No further engagement is therefore required.

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

None at this time.

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

It is not anticipated that there will be negative impacts from this work as customers will continue to access services that they choose and which meet their needs.

Any concerns or issues would be mitigated by a personalised response by way of individual reviews which would be undertaken if someone was not happy with the service they are receiving.

The Council will continue to fulfil its statutory obligations to provide access to appropriate services. People will continue to get their needs met and workers will support people to plan changes should they want this. By offering more people the opportunity to take a Direct Payment this should increase choice and flexibility.

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

New services will be monitored for quality purposes and the Commissioning Team will continue to assess whether services are meeting the needs of the local population. This will include monitoring the number of Direct Payments to see any trends, responding to feedback about any service gaps, or assessing newly emerging need. Feedback from front

line teams will continue to be sought and regular Provider forums will ensure market issues are also heard and responded to. The developing departmental approach to Co-production will also facilitate feedback from people who use services about issues of importance to them, allowing an open channel for feedback should people want to discuss this service area.

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 potential impacts for those currently using services are limited. Service users will continue to receive the same service but at the point of review, or if they request a change, they should have access to a greater choice of options and greater flexibility. They need not change service if they do not wish to, this is simply creating a new framework of providers who will work with the Council in an aim to broaden the offer, both to current users, and to those who to date have felt services cannot meet their particular needs.

For those not currently using services the wider offer should mean more people feel that services can meet their needs.

To enhance the positive potential, the intention is to ensure there is a good source of information, advice and guidance for people seeking a new service offer. This should be accessible to all service users including those who want to use a Direct Payment and also to staff who will be guiding and supporting service users to find an appropriate service or activity in the community.

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

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

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Mercy Lett-Charnock
REVIEWING OFFICER:	Sarah Milner-Barry
HEAD OF SERVICE / Operational Director:	Andrew Davies 3 rd October 2024