

PART A

Introductory Information

Proposal name Working Age Adults recommissioning

Brief aim(s) of the proposal and the outcome(s) you want to achieve

The Council's Adult Care service fund care and support services for approximately 3212 individuals, who are of working age and who require long term support and care management. The majority of these are adults with a Learning Disability.

Internal analysis has been carried which aim to begin to understand future needs for services. This exercise (ASC SNA Initial report, February 2022) indicates that needs from Adults with Mental Health needs is rising, while those with Learning and Physical Disabilities is broadly stable.

The Council currently has a framework of providers in place for Supported Living services, these are used primarily for people with a Learning Disability. This framework has been in place since 2017 and is due to expire in April 2023.

The Council also funds day activities for individuals, primarily for those who have a Learning Disability. These day activities are funded on a 'Council arranged' basis or via a Direct Payment. These arrangements need some development, to enable this sector to evolve.

There are also several gaps in existing provision, which the Council needs to develop to meet its statutory needs. These include options for overnight stay/respite provision, and potentially services for younger adults coming through the Transitions cohort, and work to engage with Recognised Housing Providers to ensure we can meet our ongoing needs for supported living services.

The Council is proposing to go out to tender for a range of services. A report seeking authority to carry this out will be presented to the Adult Health and Social Care committee in September. The providers will be required to be able to support people with a Learning Disability but the specifications for the service will also acknowledge Other needs, such as Sensory Impairments, Autism Spectrum Disorder and Mental Health issues. This will aim to complement other procurement arrangements.

Once providers have been procured, the Council will be seeking to enter into a longer term arrangement than has been in the past. This arrangement is proposed to be a 7 + 2+ 1 basis.

Proposal type

Budget Non Budget

If Budget, is it Entered on Q Tier?

Yes No

If yes what is the Q Tier reference

Year of proposal (s)

21/22 22/23 23/24 24/25 other

Decision Type

- Coop Exec
- Committee (e.g. Health Committee)
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Councillor Angela Argenzio (Co-Chair)
Councillor George Lindars-Hammond (Co-Chair)

Lead Director for Proposal

Alexis Chappell

Person filling in this EIA form

Caroline Stiff

EIA start date

28/07/2022

Equality Lead Officer

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn

Lead Equality Objective ([see for detail](#))

- | | | | |
|---|---|---|---|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input type="radio"/> Leading the city in celebrating & promoting inclusion | <input checked="" type="radio"/> Break the cycle and improve life chances |
|---|---|---|---|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio

Is the EIA joint with another organisation (eg NHS)?

- Yes No Please specify

Consultation

Is consultation required (Read the guidance in relation to this area)

- Yes No

If consultation is not required please state why

There has been a range of consultation undertaken throughout the planning process for this project.

Disability Sheffield/Healthwatch

Disability Sheffield/Healthwatch have been procured to assist the Council in developing a sustainable co-production model for engaging with the LD community.

Their initial focus is to identify and establish a network of groups and individuals who will be able to be involved in the project which has been named 'Chanced to Choose'.

They are reaching out to people who accesses all services, and family carers, capturing their feedback in a variety of creative ways- via drama, art and writing.

The people who are involved in the 'Chance to Choose' project will also be invited to take part in the development of method statements and the evaluation of tender submissions.

Our Vision is that this group of people will continue to be part of monitoring the quality of the tendered services as experts with lived experience.

Existing Providers

Providers events have been held and are ongoing with supported living, short breaks/respite and day activity providers. The outcomes of these will feed in to the tender documents and procurement process.

Assessment and Care Management

Social workers and care managers are also being asked to engage in the development of the specification. The care management professionals have been asked consulted on any issues with the current services.

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

Yes, existing providers are aware of the proposals. Customers who are involved in the 'Chance to Choose' project will also be aware.

Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input checked="" type="radio"/> Health	<input checked="" type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Partners
<input checked="" type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other
<input checked="" type="radio"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

<input checked="" type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

The procurement will enable the Council to work with providers to meet statutory needs under the Care Act. Providers will be required to maximise individuals' wellbeing and ability to meet their outcomes.

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

Services will be delivered across the City.

Local Area Committee Area(s) impacted

- All Specific

If Specific, name of Local Committee Area(s) impacted

Services will be delivered across the City.

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

The procurement will enable the Council to work with providers to meet statutory needs under the Care Act. Providers will be required to maximise individuals' wellbeing and ability to meet their outcomes.

The providers will be expected to support individuals who have long term health conditions and disabilities.

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

31/08/2022

EIA lead officer

Ed Sexton

PART B

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

Details of impact

The Council has a duty to meet the statutory care and support needs of individuals who have been assessed as meeting the requirements, as laid out in the Care Act 2014. Currently, this a total of c7,600 people across the City. Of these, approximately 3221 are 'working age' adults.

These care and support needs will have significant impacts on the health and well-being of the individual.

To meet these needs, the Council needs to have the care providers in place. The proposed procurement aims to ensure that the Council can engage appropriate providers and deliver care to people who are of a Working Age. The specification for these services will require providers to maximise wellbeing and individuals being supported to meet their outcomes.

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

**Name of Health
Lead Officer**

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Of the 7,600 people whose care is funded by Adult Care, there are approximately 3221 who are of Working Age. The largest proportion of these are people with a Learning Disability (c1649).

Adult Care services for people with a Learning Disability tend to begin at the age of 18. In terms of the current population, there is a 'bulge' of people who are currently supported by Adult Care, and who are aged 25-34. It is not clear if this is a long-term trend or not.

For people with other health conditions, the age at which they become supported by Adult Care varies.

Adult Care has developed a good range of services for people with a Learning Disability. However, individuals often have multiple needs associated with their long-term health conditions. We do also need to ensure that the same level of services are available to people who have other long term health conditions.

We will also be seeking providers who can work with service users to maximise Their independence and build on the strengths of the individual.

Ensuring that service can be delivered to people with a range of needs will Improve the quality of the offer of care and support for all disabilities. It will also mean that the Council will be able to ensure it can effectively meet its statutory duties.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The care providers who are procured by the Council will deliver care and support to people with disabilities. These providers will support individuals to improve wellbeing and meet individual outcomes.

As noted above, most people with disability, whom the Council funds the support for have a Learning Disability. These individuals will have a range of needs due to their disability.

In addition to the individuals with a Learning Disability, the Council funds the support of c848 individuals who have been categorised as having a Physical Disability. Some of these individuals will have needs often associated with older adults, such as early onset dementia. This category also includes people with Sensory Impairments.

A great majority of people who have a Learning Disability will have other long Term health conditions, which can impact on their wellbeing and ability to live Independently in the community.

The Council has a framework of supported living providers who predominantly Provide care to people whose primary need is a Learning Disability. The Council Needs to ensure it can offer a service to a range of disabilities and additional Needs.

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

These services will not be aimed specifically at people who are pregnant.

Providers will be expected to ensure that individuals who are being supported by them are accessing the appropriate health care support.

Providers will be expected have the appropriate terms and conditions for their employees. Providers will be expected to have the appropriate regard for employee health and welfare.

Race/Ethnicity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

In terms of the demographics who are currently receiving services, most users are White British/other (80%). This broadly reflects the demographic of the Sheffield population (81%) as identified in the 2011 census.

In terms of proportion, the next most significant ethnicity is Asian/British Asian Pakistani (3%). Again, this reflects the demographic of the Sheffield population (4%), as identified in the 2011 census.

The care providers who are procured by the Council will deliver care and support to people of different race and ethnicities. The providers will be required to deliver the care and support in an appropriate manner.

Part of the tender process will include engaging with providers to consider how to engage with people from underrepresented communities.

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

More information needs to be gathered on this issue.

Where information on religion has been captured, most of this population identify as Christian CofE or Catholic (29%). There is a high proportion of people who have opted not to state their religious belief.

This varies from the wider Sheffield population, as identified in the 2011 census. According to this information, 53% of the population are Christian.

Providers will be required to deliver care and support in an appropriate manner, in accordance with the service users' wishes.

Sex/Gender

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

According to information on SCC's social care database, the gender profile of people who receiving service varies:

- The population of people who have a Learning Disability are predominantly male. This is particularly in the 25-34 cohort.
- The population of people who have a Mental Health illness are likely to be both male and female
- The population of people who have been defined as having a Physical Disability are predominantly male, particularly in the 45-54 & 55-64 age categories.

There are a range of factors which influence the gender of people with disabilities. Providers will be expected to deliver appropriate care and support to individuals of any gender/sex. If individuals have preferences, for example with the gender of staff who deliver personal care, we would expect providers to work with the individual to take this onboard.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

More information needs to be gathered on this issue.

According to the Adult Social Care database, there is a high proportion of service users who have not provided this information (34%) or who have declined to state (7%). Of the service users who have stated a preference, the majority (21%) have stated that they are heterosexual.

According to the ONS Annual Population Survey, the proportion of the UK population over 16 identifying as heterosexual is 93.7% in 2019.

This is an area of work which needs to be further developed.

Providers will be required to deliver care and support in an appropriate manner, in accordance with the wishes of the service user.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is an area which the Council needs to improve its data gathering.

Providers will be expected to deliver care in an appropriate manner in accordance with the wishes of the service user. Providers will be able to develop services to meet demand, for example, ensuring safe spaces.

Providers will be expected to support their staff through any processes.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The procurement will aim to ensure services continue to provide vital respite to carers, as well as good quality support to individuals.

The aim of the procurement is to improve the choice and diversity of care which is offered. Providers will be expected to work with the MDT and family/advocates for an individual, as well as with other providers who are involved. The aim is for a more holistic approach to the individual.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

We want to enable people to live as independently as possible. A key part of this is enabling people to manage their finances and housing arrangements as effectively as possible. We would expect providers to signpost service users to advice services in Sheffield, to ensure that income is maximised.

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

We will encourage providers to promote inclusion as much as possible.

We will encourage providers to make use of existing, community, locations as much as possible. People with disabilities are part of the wider community and should be included as much as possible.

Providers will be required to make links with groups and activities which are operating in the immediate area, as much as possible. This will help to ensure that people with disabilities can be part of a wider community where possible. It will also help to reduce transport costs, and the environmental impact of travel.

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Within the procurement, we will make provision for existing providers to retain their current business. As part of the procurement, we are aiming to widen the provider market, but also develop ways of enabling providers to work more effectively. This will hopefully enable providers to have a more sustainable business and reduce the risk of provider failure.

Providers will be expected to work closely with a Multi-Disciplinary Team for the individual. The MDT will possibly include SHSCT's Clinical LD team.

Providers will also be expected to work closely with the other providers and support for the individual (family, friends).

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

No direct or significant impact is anticipated.

Other

Please specify

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Action Plan and Supporting Evidence

What actions will you take, please include an Action Plan including timescales

Health:

To ensure that the providers deliver the appropriate care, they will be required to be registered with the appropriate regulatory body, such as the CQC. The providers will be monitored by the CQC, SCC's Quality and Performance team, and also the relevant case manager.

Age:

To ensure that service providers deliver the appropriate quality of care to adults of all ages, we will be monitoring these services accordingly.

Sex:

To ensure that service providers deliver the appropriate quality of care to adults of all ages, we will be monitoring these services accordingly.

Disability:

We will ensure that providers are delivering care and support to a range of needs. We will ensure providers have the appropriate training plans & procedures in place to deliver this.

Pregnancy and Maternity:

Providers will be expected to have the appropriate contracts in place with their staff. This will form part of the monitoring process.

Race/Ethnicity

Providers will be monitored by the Council's Quality and Performance team. We will work with providers to develop new ways of working to engage with 'hard to reach' groups.

Religion/Belief

Providers will be monitored by the Council's Quality and Performance team.

Sexual Orientation

Providers will be monitored by the Council's Quality and Performance team.

Gender reassignment

Providers will be monitored by the Council's Quality and Performance Team.

Poverty & Financial Inclusions

Providers will be monitored by the Council's Quality and Performance Team

Cohesion

Providers will be monitored by the Council's Quality and Performance Team.

Partners

Providers will be monitored by the Council's Quality and Performance Team.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Detail any changes made because of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

Name of EIA lead officer

Review Date