

Part A

Initial Impact Assessment

Proposal name

Market Oversight and Sustainability

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

Under the Care Act 2014, Councils have a duty to ensure that there is a sustainable and affordable social care market locally. The SCC market oversight and sustainability plan sets out current arrangements, an assessment of the current sustainability of the market and our actions to continue to ensure we have a sustainable market.

Sheffield's [Market Shaping Statement](#) sets out the strategic context and key messages for the market in Sheffield to support this – setting out our vision for a sustainable market providing a diverse, high quality choice of providers to meet the needs and outcomes of adults in need of care and support in the City.

A specific Market Sustainability Plan related to the Fair Cost of Care exercise in 2022/23 was submitted to DHSC in March 2023.

Key to the market is the workforce who deliver social care services. We know the workforce is overwhelmingly female, but we need to know more about its diversity and to capture demographics to ensure that it is broadly representative of the people who draw on social care.

This EIA is part of the budget planning process for 2023/24 financial year. Proposal 118 relates to external funding to meet cost pressures resulting from the fair cost of care exercise.

Proposal type

Budget

If Budget, is it Entered on Q Tier?

Yes

Q Tier reference

118

Year of proposal (s)

23/24

Decision Type

Committee (AHSC Policy Committee)

Lead Committee Member

Councillor Angela Argenzio

Lead Director for Proposal

Alexis Chappell

Person filling in this EIA form

Catherine Buntten

Equality Lead Officer

Ed Sexton

EIA start date

08/09/2022

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

<input type="checkbox"/> Understanding Communities	<input type="checkbox"/> Workforce Diversity	<input type="checkbox"/> Leading the city in celebrating & promoting inclusion	<input type="checkbox"/> Break the cycle and improve life chances
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Portfolio, Service and Team

Is this Cross-Portfolio

No

Portfolio

Adult Care and Wellbeing

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

No Please specify

Consultation

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

Yes

If consultation is not required, please state why

Consultation will be required as specific commissioning strategies and Market Position Statements are developed, and an EIA will be completed for each of these. There will continue to be consultation with people purchasing care and support services, either independently, through the local authority, or for whom the local authority purchases and provides services.

Engagement with providers has also been completed relating to the Fair Cost of Care exercise. There will continue to be consultation with providers on Social Care Reform and Sheffield's Market Sustainability Plan, as well as in the development of our Market Position Statements and Fee rates, where appropriate and in the development of service specifications and improvements.

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

Yes

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

Yes

If you have said no to either please say why

Throughout the Market Shaping process, staff and customers will be engaged and informed as required/relevant. Engagement sessions with 18+ homecare and 65+ care homes have been delivered through October and November 2022 to share the Fair Cost of Care exercise outcomes, and to inform our market sustainability plans and proposals.

Fee rates are linked to market sustainability, and for some people, increases to rates will impact on the contributions they make. The increase to the care home rate generally won't affect the contributions people make because placements funded at the Council's standard rate are at least part funded by the Council and so the person is already paying the maximum they can afford to pay.

There are however some exceptional edge cases, where people have sufficient funding to be self-funders and so would ordinarily contract with the care home directly at the standard market rate (which is more than the Council's standard rate). However, in these exceptional cases the Council would be contracting with the care home, funding the placement, and re-charging the person for reasons of safety / to maintain continuity of care. Therefore, for these people the increase to the Council's rate will impact on their contribution. This is fair and right - they have the means to pay - but these people will need to be notified, which will be done on a case-by-case basis because of the complexity of these exceptional cases.

With regards to homecare, we have some people whose financial contribution is not limited by their ability to pay but by the relatively low cost of their support (smaller packages). The increase to the homecare fee rates will therefore result in an increase in charges for some people. These people will be notified in of any increase in advance. We will provide an information fact sheet (budgeting, debt managing, signposting) to everyone affected and will be ready to review the financial assessment of anyone who approaches us with concerns so we can ensure that their very latest costs and assumptions are being taken into account in the financial assessment calculation.

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 type="checkbox"/> Health	<input checked="" type="checkbox"/>	<input type="checkbox"/> Sex	<input checked="" type="checkbox"/>
<input type="checkbox"/> Age	<input checked="" type="checkbox"/>	<input type="checkbox"/> Sexual Orientation	
<input type="checkbox"/> Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/>
<input type="checkbox"/> Pregnancy/Maternity		<input type="checkbox"/> Voluntary/Community & Faith Sectors	<input checked="" type="checkbox"/>
<input type="checkbox"/> Race	<input checked="" type="checkbox"/>	<input type="checkbox"/> Partners	<input checked="" type="checkbox"/>
<input type="checkbox"/> Religion/Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/> Poverty & Financial Inclusion	<input checked="" type="checkbox"/>

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes
 Year on Year

If yes, details of impact

We expect Social Care Reform (if/when implemented), and Sheffield's approach to market sustainability and moving towards a fair cost of care to have an ongoing impact on people in the City – specifically in changes to the way people might purchase care, and also in the changes we anticipate in the way services are delivered in the city.

Proposal has geographical impact across Sheffield

- No

If Yes, details of geographical impact across Sheffield

Local Area Committee Area(s) impacted

- All Specific

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

Initial Impact Overview

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

Broadly, the proposals should have a positive impact – securing a sustainable market offering a choice of high-quality provision should have a positive impact on people's access and experience of care across protected characteristics. However, approaching market oversight and sustainability at a population level will not address any current disproportionality in access or experience.

Good engagement and taking a collaborative approach to commissioning strategies and market oversight will help to address this.

Our ambition to improve the sustainability and quality of provision, continuing to move towards person-centred, outcomes-based service delivery should have a positive impact and equalities objectives should also be achieved. Maintaining a choice of type of provision and a choice of provider for the individual and strengthening personalised care and support should ensure that people receive the best care for them – being culturally and religiously appropriate and meeting any other needs related to the protected characteristics

It is possible that the national and local financial context negatively impacts on the pace of change, and/or the market's ability to deliver the required quality or volume of care – in which case there may be a negative impact, and this could fall more heavily on people with one or more of the protected characteristics. It is for this reason that further analysis – including EIAs - will be completed for each document / output as our engagement in our market sustainability planning continues.

Where Fee Rates increase, this will have an impact on people who pay contributions, and whilst it is fair and right that those who can afford to pay do, and this will be applied in line with Sheffield's [Fairer Contributions Policy](#), we recognise that in the current financial context, people are facing significant cost of living pressures, and this often impacts disproportionately across the protected characteristics. **Further data and evidence are needed to understand this impact fully**

Is a Full impact Assessment required at this stage?

Yes

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

Date agreed 04/01/2023

Name of EIA lead officer Ed Sexton

Update reviewed and agreed 24/01/2023

Update reviewed and agreed 01/06/2023

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 *if Yes, complete section below*

Staff

No

Customers

Yes

Details of impact

A better fit in terms of the range and quality of available services is likely to result in a better experience for customers (e.g. reduced isolation, better preventative approach). As integration with health services continues where relevant, a more holistic approach should benefit customers.

Comprehensive Health Impact Assessment being completed

No

Please attach health impact assessment as a supporting document below.

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

No

Age

Impact on Staff

No

Impact on Customers

Yes

Details of impact

Older people represent the majority of people who draw on AHSC and in the medium term they should benefit from a better fit in terms of the range and quality of services available.

Implications for the provider workforce, which includes a proportion of older workers, will be kept under review and reflected in further EIA work as appropriate. It is anticipated that moving towards a Fair Cost of Care, together with the transformative new Care and Wellbeing contract for domiciliary care and support and development work with Care Homes will support improved terms and conditions for the workforce as a whole.

Disability

Impact on Staff

No

Impact on Customers

Yes

Details of impact

Many disabled people have a need to draw on AHSC services and in the medium term, they should see a better fit in terms of the range and quality of services available.

Pregnancy/Maternity

Impact on Staff

Yes

Impact on Customers

No

Details of impact

The significant majority of care staff are female. It is anticipated that moving towards a Fair Cost of Care, together with the transformative new Care and Wellbeing contract for domiciliary care and support and development work with Care Homes will support improved terms and conditions for the workforce as a whole.

Race

Impact on Staff

Yes

Impact on Customers

Yes

Details of impact

People from Black and minoritised communities are underrepresented in the cohort of people drawing on Council arranged social care services. Market shaping should address this and create a better range and quality of serviced for people to draw on including the engagement of staff from those communities. There may therefore be a positive impact in the medium term for both potential staff and customers.

Religion/Belief

Impact on Staff

No

Impact on Customers

Yes

Details of impact

Market shaping and development – with improved focus on outcomes and personalisation - should create a better range and quality of serviced for people to draw on. There may therefore be a positive impact people as their religious beliefs are promoted in the care that they received.

Sex

Impact on Staff

Yes

Impact on Customers

Yes

Details of impact

The proposals will have a disproportionate impact on women, who form the majority of AHSC customers overall. Similarly, the significant majority of carer staff are female. Impacts, opportunities and mitigations will need to be identified in individual EIAs that cover specific elements of this proposal.

Sexual Orientation

Impact on Staff

No

Impact on Customers

No

Details of impact

No direct or disproportionate impact is identified at this stage. Impacts, opportunities and mitigations will need to be identified in individual EIAs that cover specific elements of this proposal.

Gender Reassignment (Transgender)

Impact on Staff

No

Impact on Customers

No

Details of impact

No direct or disproportionate impact is identified at this stage. Impacts, opportunities and mitigations will need to be identified in individual EIAs that cover specific elements of this proposal.

Carers

Impact on Staff

Yes

Impact on Customers

Yes

Details of impact

Embedded in the commitments around which the market oversight and sustainability is based, is that we will recognise and value unpaid carers and the social care workforce, and the contribution they make to our city.

Market shaping must consider the importance of enabling unpaid carers who wish to do so, to participate in work, education or training. The overall process should allow us to better understand demographics, drivers and trends, the aspirations, priorities, and preferences of unpaid carers.

Voluntary, Community & Faith sectors

Impact on Staff

Yes

Impact on Customers

Yes

Details of impact

The market shaping process will value the contribution of the VCF sector who are well placed to deliver innovative, community focussed services, perhaps most significantly at the preventative end of the range of services.

Partners

Impact on Staff

Yes

Impact on Customers

Yes

Details of impact

Integration with local partners, especially Health partners and the Voluntary and Community Sector, is an important feature of market shaping. There should be a medium-term positive impact in terms of working relationships which should improve prospects of a better coordinated and seamless service for people who need to draw on AHSC.

Poverty & Financial Inclusion

Impact on Staff

No

Impact on Customers

Yes

Please explain the impact

Those who make contributions to their care will see an increase with Council fee rate increases. This will be applied in line with Sheffield's Fairer Contributions Policy, however, it takes place in a context where many people are impacted by the cost of living crisis, and the impact of this falls disproportionately across protected characteristics. Further data and evidence is needed to understand this impact fully.

Action Plan and Supporting Evidence

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

Improve equalities data within Market oversight and sustainability planning

Monitor the impact of market shaping and fee setting processes on the diversity of the workforce and those who draw on services.

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

Detail any changes made as a result of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic.

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

04/01/2023

Name of EIA lead officer

Ed Sexton

Review Date

24/01/2023

Update reviewed and agreed

24/01/2023

Name of EIA lead officer

Ed Sexton