

## Bristol City Council Equality Impact Assessment Form



(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Extending Adult Social Care – Care Home Framework
Directorate and Service Area	Adult Social Care
Name of Lead Officer	Helen Pitches

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

In 2016 an Adult Social Care, Care Home Framework was established for 5 years, ending March 2021. The proposal is to extend this framework arrangement for up to 3 years, pending the procurement of a new framework.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

#### 2.1 What data or evidence is there which tells us who is, or could be affected?

At 4<sup>th</sup> March 2021, a total of 1,428 clients are placed via the Care Home Framework contract.

#### **Age and Disability**

Of these, 58% are over 60yrs old and 31% are over 80yrs old. Most care homes placements commissioned via the Care Home Framework are for older, more frail people. The remainder of care home placements are for adults with long term conditions who will be protected by the Equalities Act due to their disability.

Age Band (yrs)	#
0-9	0
10-19	29
20-29	104
30-39	112
40-49	158
50-59	197
60-69	164
70-79	217
80-89	290
90+	157
Grand Total	1428

### **Ethnicity**

Of 1,428 clients, we do not have any ethnicity information recorded for 139 (9.7%). However, of the remainder 74% of clients are recorded as White British and a further 2.7% as 'other White background'. Black and Minority Ethnic clients account for the remaining 13.6% currently placed in care homes using the care home framework. According to the 2011 Census 22% of people living in Bristol are of Black, Asian and minority ethnic background (including White minority ethnic groups), and it is generally accepted that this will have significantly risen in the 10 years since then.

	#
African - Non Somali	9
Any Other Asian Background	4
Any Other Black Background	1
Any Other Dual Background	2
Any Other Ethnic Group	4
Any Other White Background	17
Arab	1
Asian / Asian British	8
Bangladeshi	0
Black / African / Caribbean / Black British	22
Caribbean	35
Chinese	4
Dual: White & Asian	3
Dual: White & Black African	0

Dual: White & Black Carib	8
Eastern Europe	2
Gypsy/Roma/Traveller Of Irish Heritage	1
Indian	4
Iranian	2
Iraqi	0
Kurdish	0
Mixed / Multiple	5
No Data	50
Other Ethnic Group	3
Pakistani	2
Refused	0
Somali	0
Undeclared / Not Known	89
White	68
White British	1062
White Irish	22
<b>Grand Total</b>	<b>1428</b>

### Sex

There are more women than men in care homes placements commissioned via the care home framework. This reflects the fact that women are currently living longer than men.

	Total
Female	872
Male	556
Grand Total	1428

### 2.2 Who is missing? Are there any gaps in the data?

We collect very little reliable data on sexual orientation, gender reassignment, pregnancy, religion, and marriage and civil partnership.

### 2.3 How have we involved, or will we involve, communities and groups that could be affected?

Communities and groups were consulted as part of the original key decision to establish the care home framework in 2015/16.

If the request for a key decision to extend the current care home framework is rejected, this will adversely affect all Bristol citizens who require Bristol City Council Adult Social Care to arrange and/or fund their care home placements.

### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

We have not identified any significant negative adverse impacts for people on the basis of their protected characteristics from the proposal to extend the Care Home Framework.

The current Care Home Framework is used to procure most of the residential and nursing care placements that Adult Social Care arrange on behalf of those that are eligible for one. Only those placements which need to be sourced out of the Bristol area, or with a specialist provider not on the framework are made 'off-framework'.

Whilst there may be an opportunity to further promote equality and improve outcomes for service users when the Care Home Framework is eventually recommissioned (e.g. through revised service specifications and contracting arrangements), the existing framework requires providers to pass certain quality measures such as safeguarding and have a sufficient CQC rating. Providers must also submit relevant policy and evidence (assessed by the council's Equality and Inclusion Team) to demonstrate:

- a good understanding of the Equality Act 2010, including the Public Sector Equality Duty
- as an employer that equality of opportunity integral to vacancy advertising, recruitment, retention, promotion, training and grievances
- that services will be tailored and regularly reviewed.

The providers are also contracted to deliver to a service specification and agree to be ongoingly monitored and quality assured by Adult Social Care's Contract and Quality Team via the Performance Management Framework.

The framework contract therefore safeguards people with eligible social care needs, those with a disability.

If the proposal to extend the current care home framework is rejected, the current contractual arrangements will end, and Bristol City Council will be 'out of contract' with care home providers.

3.2 Can these impacts be mitigated or justified? If so, how?

The most efficient way to mitigate the impact would be to extend the current care home framework in order to allow time for a full contract review, commissioning analysis, citizen engagement process and designing and procuring a new framework which allows for safe care home placements for those that need them.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes, an extension of the care home framework would allow time for relevant stakeholders and communities of interest to be consulted on new framework design.

3.4 Can they be maximised? If so, how?

As above

#### **Step 4: So what?**

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

The EqIA has highlighted the need for improved monitoring to address lack of diversity data for service users

4.2 What actions have been identified going forward?

None at this stage – to be revisited when the framework is recommissioned

4.3 How will the impact of your proposal and actions be measured moving forward?

We will consider the impact of any future care home framework design on the basis of service users' protected characteristics and ensure that consultation is built into the commissioning process.

Service Director Sign-Off:



Date: 29/03/2021

Equalities Officer Sign Off:

*Reviewed by Equality and Inclusion  
Team*

Date: 8/3/2021