

# Equality Impact Assessment [version 2.9]



Title: Equality Impact Assessment for Agenda for Change (AfC) pay uplifts for Bristol City Council funded services within the Community Children’s Health Partnership (CCHP) contract	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Adults & Communities; Children & Education	Lead Officer name: Jo Williams; Charly Williams; Gail Rogers
Service Area: Communities & Public Health; Children, Families & Safer Communities; Education & Skills	Lead Officer role: Consultant in Public Health; Principal Public Health Specialist; Head of Service, Children’s Commissioning

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The proposal is to vary the Community Children’s Health Partnership (CCHP) contract with Sirona Care and Health to cover 2021/22 and 2022/23 NHS Agenda for Change (AfC) pay uplifts for Bristol City Council (BCC) funded services within the contract, and subsequent AfC uplifts for the duration of the contract up to 2026/27.

The largest proportion of these services is funded by Public Health, with the remainder funded by Children’s, Families & Safer Communities and Education & Skills.

#### Background:

The CCHP contract was awarded to Sirona Care and Health in April 2017, for five years (to 2022), with a contract extension evoked in April 2020 for a further five years (from 2022 to 2027).

The contract covers a range of community health services for children, some of which are funded by the local authority. The Integrated Care Board (ICB) is the lead commissioner for the CCHP contract, but Bristol City Council (BCC) commissioners oversee the BCC funded elements, which total £11.27m per annum.

Of the BCC funded elements, Public Health funds the largest proportion (£9.41m per annum), covering Bristol’s contribution towards the Public Health Nursing Service (Health Visiting, School Nursing and Family Nurse Partnership) and the Young People’s Substance Misuse Service. The remaining services are funded by Children’s, Families & Safer Communities and Education & Skills (£1.86m per annum).

The five-year extension of the CCHP contract included an additional £600,895 per annum, funded by Public Health, to cover the national 2018-21 NHS AfC pay uplift for staff. Further national AfC pay uplifts were announced by the Government in July 2021 and July 2022, with additional annual uplifts anticipated for the remainder of the contract.

The combined total of the 2021/22 and 2022/23 local authority obligations for AfC pay uplifts means that BCC is required to contribute an additional £598,027 in 2022/23 (covering 2021/22 and 2022/23) for all BCC funded services within the CCHP contract.

£499,301 of this is apportioned to services commissioned by Public Health. This amount will be paid through an increase in the 2022/23 Public Health Grant allocation, intended to cover additional AfC liabilities. £98,726 is apportioned to services commissioned by Children's, Families & Safer Communities (£79,595) and Education & Skills (£19,131). For 2022/23 only, £84,795 of this will be funded by Public Health and the remainder (£13,931) will be funded from existing Children, Families & Safer Communities and Education & Skills budgets.

If there are further uplifts in subsequent years of the contract, additional funding will be required. If sufficient funding is not available, other options will need to be explored, in consultation with the relevant Cabinet Members and subject to service user consultation if required.

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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We have not identified any significant equality issues arising from this proposal on the CCHP contract, as there will be no reduction in services during 2022/23, and therefore no anticipated impact for staff or service users.

We will undertake a full EQIA (including service user consultation if required) for funded services if, in future years, there is not enough funding available to cover AfC pay uplifts and there is a potential impact on service provision.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> Reviewed by Equality and Inclusion Team	<b>Director Sign-Off:</b> Richard Hanks; Fiona Tudge; Christina Gray
Date: 17/10/2022	Date: 02/11/2022; 03/11/2022; 09/11/2022

<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.