

Equality Impact Assessment [version 2.12]



Title: 2425 ASC – 4 Transitions Contract Management and Income	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] <i>Savings Proposal</i>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Adults and Communities	Lead Officer name: Richard Hills
Service Area: Adult Social Care	Lead Officer role: Deputy Director - 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.

Budget context

Every year, the council must agree an annual budget which balances the money we spend with the money we are expecting to receive. Councils across the country are continuing to face financial challenges and based on our current forecasts, we face a funding gap over the next five years (to 2028/29) of up to £81.2 million dependent on the severity of factors such as inflation, funding changes, and unavoidable service pressures. This is in addition to the £17.7 million of savings and efficiencies proposals for 2024-2028 outlined in the 2023/24 budget and assumed delivery of 2023/24 savings in the current year.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

To address these challenges, we must look again across all of our services to find where we can do things differently to reduce costs, be more efficient in how we do things and, in some cases, stop doing some things entirely.

As noted in People Scrutiny Report- Transitions ¹ [Bristol City Council \(BCC\)](#) have a shortfall of good local provision to support young people with complex needs in adult social care so people often get placed out of area (e.g any placement that is outside of Bristol local authority) and placements tend to be twice as expensive as local placements, resulting in a small number of contracts (18) creating a significant funding pressure.

BCC commissioned a consultancy called People Too in 2023 to conduct a desktop exercise of high-cost placements and identified 18 contracts that relate to some young people who have transitioned to adult social care and are currently in high-cost placements. People Too have now been commissioned to carry out the 18

¹ [\(Public Pack\)Agenda Document for People Scrutiny Commission, 07/03/2022 17:00 \(bristol.gov.uk\)](#)

contract reviews identified, between October 2023- March 2024 for service delivery, charging rates and health funding contributions. The aim of the review is to:

- assess the current contract costs and confirm that these are meeting the individual needs identified.
- To confirm if the needs have a higher level of health needs than originally identified.
- Discuss costs with suppliers and ICBS in those areas to negotiate the fair and appropriate contribution from BCC thus delivering savings.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input 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	[please select]
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The proposed work by People Too will be a renegotiation of contracts and costs associated with 18 young people who have been identified with the highest cost of service.

The review will take place with the provider and will include gaining a level of insight into the placement content, whether the provider is delivering the expectations outlined in contractual documentation and assess whether it has changed, as these matters influence the cost of the placement. The primary purpose of this work is to assess if BCC is only paying for what is being delivered and to ensure there is a fair and appropriate payment for services being delivered to meet the young person's needs.

There is no intention of reviewing the young person's needs so if there is no review, there will be no change to placement or provision for the young person as a result of the cost negotiations. Therefore, there is no direct impact for the young person in placement or their families/carers as changes are contractual and not related to the care being received by the individual. BCC will work with suppliers to ensure quality care is delivered.

The proposal only impacts costs of service charged by providers and should not impact any service users or cause any change in service delivery.

However, it is noted that the 18 young people are in a significantly high vulnerability group, being both young people transitioning to adulthood and also with complex learning or physical needs resulting in complex and high-cost care packages. To ensure the individuals receiving care remain protected through the process, the People Too team will be working alongside BCC commissioning team. For the work scoped that this EQIA supports, therefore there is no impact on any people who receive support services.

Review of this nature carried out in a sensitive manner with guidance from the commissioning team, may result in improved contract renegotiations going forwards and provide an opportunity to review additional high-cost cases both within the 18-24 years cohort and other age groups. Lessons learned and analysis from this piece of work will feed into the transitions project and other council work to support more equal service delivery going forwards.

Service costs and new contracts will be agreed, and specific packages of care will be delivered at lower cost with no impact or change to service delivery. The individuals in these placements will continue to undergo annual

reviews by BCC adult social care teams and any unforeseen impact will be addressed and feedback following those reviews.

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 Director².

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: <i>Richard Hills</i>
Date: 5/1/2024	Date: 8 th Jan 2024

² 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.