

EQUALITY IMPACT ASSESSMENT -

CCC485500116

Which service and directorate are you submitting this for (this may not be your service and directorate):

Directorate	Service	Team
Commissioning	Commissioning Services	Commissioning Services

Your name: Charlotte Knight

Your job title: Commissioner

Your directorate, service and team:

Directorate	Service	Team
Commissioning	Commissioning Services	Commissioning Services

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Proposal being assessed: Update on Cost of Care and Market Sustainability Planning in Adult Social Care

Business plan proposal number: N/A

Key service delivery objectives and outcomes: Under section 5 of the Care Act 2014, local authorities have a 'market shaping' duty to promote the efficient and effective operation of their local social care market to ensure services are diverse, sustainable and high quality for the local population, including those who pay for their own care. Government's definition of a sustainable market is one which "has a sufficient supply of services but with provider entry and exit, investment, innovation, choice for people who draw on care, and sufficient workforce supply". In 2021, the Department for Health and Social Care (DHSC) published Build Back Better-our plan for health and social care and People at the heart of care - adult social care reform white paper which outlined significant legislative changes to Adult Social Care, planned to come into effect from October 2023. In preparation for these changes, councils across England with social care responsibilities were required to provide information on the sustainability of their local care provider market, and to conduct an exercise with the market to establish the costs of providing care. In December 2021, DHSC announced the Market Sustainability and Fair Cost of Care Fund to support local authorities to prepare their markets for reform and move towards paying providers a fair cost of care. Cambridgeshire's allocation for 2022-23 was £1,568,738. As a condition of receiving funding, local authorities were required to submit the following to DHSC by 14th October 2022:

- cost of care exercises for older peoples' care homes and homecare (for adults aged 18+)
- a draft market sustainability plan, using the cost of care exercise as a key input to identify risks in the local market
- a spend report detailing how funding allocated for 2022-23 is being spent in line with the fund's purpose

The scope and methodology of the Cost of Care (CoC) exercise was set by DHSC to help local authorities identify the lower quartile, median and upper

quartile costs in the local area for a series of care categories. The term 'cost of care' describes the actual costs a care provider incurs in delivering care at the point in time that the exercise is undertaken. It is typically presented as a unit cost for an hour of homecare or a bed per week in a care home. In summer 2022, the Council commissioned Laing-Buisson to undertake the Cost of Care data gathering exercise on its behalf, the results of which were used to produce the Council's two Cost of Care reports and Market Sustainability Plan. The three documents were submitted in draft form to DHSC in October 2022. In November 2022, the Chancellor announced the planned Adult Social Care Charging Reforms would be delayed for 2 years (to 2025). In late December, DHSC announced all local authorities must publish their Cost of Care reports on their .GOV.UK websites by 1st February 2023 and Market Sustainability Reports by 27th March 2023. The report being taken to A+H is to update committee members on the published Cost of Care Exercises and the ongoing work to produce a Market Sustainability Plan.

What is the proposal: There is no proposal at this stage, however A+H are being asked to note the publishing of the cost of care exercises and the on-going work to produce a Market Sustainability Plan in line with Government requirements. Delegated approval is also being sought so that the Director of Adult Social Care Services can approve the MSP. A further paper will be taken to A+H to approve the spend of the Market sustainability fund monies. It is within this piece of work where a full EQIA is needed to establish the impacts of the allocation of funds. At this stage, we are just asking for noting and delegated approval

What information did you use to assess who would be affected by this proposal?:1.

Department of Health and Social Care - "Build Back Better; our plan for health and social care" Build Back Better-our plan for health and social care 2. Department of Health and Social Care White Paper - "People at the Heart of Care - Adult Social Care Reform" People at the heart of care - adult social care reform white paper 3. Cost of Care exercise completed in 2022 - Cost of Care exercise - Cambridgeshire County Council

Are there any gaps in the information you used to assess who would be affected by this proposal?: No

Does the proposal cover: Specific teams

Which particular employee groups/service user groups will be affected by this proposal?:

Colleagues in Commissioning and Contracts will be impacted as the work to tight deadlines to achieve this piece of work. The second report (outlined above) will outline the spending allocations and this is where we will see impacts to Service users/customers etc.

Does the proposal relate to the equality objectives set by the Council's Single Equality Strategy?: No

Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups: About in line with the population

Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?: No

Does the proposal relate to an area with known inequalities?:No

What is the significance of the impact on affected persons?:As stated, at this stage we are simply asking A+H to note work done and work being done to produce a Market Sustainability

Plan. The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not.

Category of the work being planned: Project

Is it foreseeable that people from any protected characteristic group(s) or people experiencing socio-economic inequalities will be impacted by the implementation of this proposal (including during the change management process)? No

Age: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Disability: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Gender reassignment:

The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Marriage and civil partnership: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Pregnancy and maternity: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Race: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Religion or belief (including no belief): The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Sex: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Sexual orientation: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Socio-economic inequalities: The proposal is seeking Adults and Health Committee to note work done and work being done to produce a Market Sustainability Plan (MSP). The Market Sustainability Plan and accompanying EQIA will highlight the impact on affected persons as it will state where monies are being spent and where they are not. It is in this piece of work whereby commissioners will be able to outline the impact on those with Protected Characteristics. Without having the MSP produced, we are not aware of the potential impacts.

Head of service: Gurdev Singh

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Confirmation: I confirm that this HoS is correct