

# EQUALITY IMPACT ASSESSMENT - CCC473153379

**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:** Isobel Thomson

**Your job title:** Commissioning Officer

**Your directorate, service and team:**

Directorate	Service	Team
Commissioning	Commissioning Services	Commissioning Services

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**Proposal being assessed:** Children & Young People's Home & Community Support Proposal – January 2023

**Business plan proposal number:**

**Key service delivery objectives and outcomes:** The key objective of this proposal is to improve the capacity and quality of Home & Community Support services for children & young people with disabilities open to 0-25 Disability Social Care in Peterborough and Cambridgeshire. At present, the commissioning arrangements are not meeting increasing demand for those up to the age of 18, and those accessing the service are experiencing a 'cliff edge' into adulthood. The specific outcomes these services intend to achieve are bespoke to the child/young person and align with their care and support plan. Outcomes are clearly defined at point of approval by the relevant decision-making panel following an assessment of needs. Outcomes include: Supporting with personal care e.g. washing, dressing, feeding, etc. Short breaks from additional caring responsibilities for parent/carers. Opportunities for children/young people to spend time away from their parents/carers and more time with peers. Reduce the risk of the child/young person becoming isolated by supporting them to access the community. Opportunities to develop independence and prepare for adulthood; for example, travel training.

**What is the proposal:** At present, Home & Community Support is procured through an all-age Home & Community Support Dynamic Purchasing System (DPS); this is used to procure support for both children/young people and adults. The DPS started in 2017 with a contract term of 10 years. However, this current arrangement is not meeting the need and increasing demand for those aged up to 18. Our proposal, which has been approved by P&C JCB as of 30.11.2022, is to open a DPS, with parallel block contract options, for the commissioning of home and community support specifically for children/young people with disabilities and/or complex needs across both Peterborough and Cambridgeshire, up to the age of 25. This will deliver the identified objectives

and outcomes by: Introducing children/young people specific commissioning arrangements that more accurately reflect need. Attracting providers new to Cambridgeshire/Peterborough through the opportunity of block contracts, and therefore guarantee of funding. Differentiating between home care and community support, reflecting the differences within the market. Reflecting the separate brokerage teams and contract processes for children/young people and adults. Supporting with the transition into adulthood by extending the age range up to 25.

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

Children/young people accessing these services must be open to the 0-25 Disability Social Care in Peterborough or Cambridgeshire; data is held internally as to the numbers open to this team. In order to forecast demand for the future data from PCC Business Intelligence and gov.uk Stat-Xplore has been used; this informed the Children with Disabilities Quantum Forecasting Figures which outlines anticipated figures for the next 10 years. This service also affects families of these children/young people, as well as the agencies delivering the support. As this proposal is a change in commissioning arrangements, rather than a change in the service being delivered, the cohort that would be affected remains the same as those eligible for the service currently.

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

**Does the proposal cover:** All service users/customers/service provision in specific areas/for specific categories of user

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

To be eligible for home & community support through this DPS, service users must: Be open to the 0-25 Disability Team in Peterborough City Council or Cambridgeshire County Council Have an assessed need for 1:1 (or 2:1 where needed) support with personal care within the home or for accessing the community. Be under the age of 25 Live in Peterborough or Cambridgeshire This will also impact on the service users parent/carers/families.

**Does the proposal relate to the equality objectives set by the Council's Single Equality Strategy?:** Yes

**Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups:** Mixture of over/under represented and in line with population, depending on the group

**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?:** Yes

**Does the proposal relate to an area with known inequalities?:** Yes

**What is the significance of the impact on affected persons?:** Many parent/carers of those eligible for these services are unable to support their child/young person with their personal care or out in the community on their own either due to their own health needs or the complexity of their child/young persons. However, due to the cost of these services, it is unlikely parent/carers would be able to fund it themselves, and so this service provides vital support, reducing risk of breakdown and escalation to residential support. The aim of this proposal is to increase capacity and quality of current home & community support arrangements, and therefore positively impacting those affected.

**Category of the work being planned:** Procurement

**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)?:** Yes

**Please select:** Disability

**Research, data and /or statistical evidence:** Data held internally to the Children's Commissioning Team Data held internally to the 0-25 Disability Social Care Team Business Intelligence 2021 Census data Cambridgeshire Insight Stat-Xplore - Log in (dwp.gov.uk) All of the above was used to collate the CWD Quantum Forecasting Figures July 2022 final.docx which shows data for 2021-2031.

**Consultation evidence:** Across 2022 consultation has been done in the form of questionnaires with parent/carers, providers and professionals. For parent carers, questionnaires were shared via social media, SEND Newsletters and via Parent Carer Forums. 13 responses were received.

**Based on all the evidence you have reviewed/gathered, what positive impacts are anticipated from this proposal?:** The questionnaires asked about parents carers their views on current arrangements and what is important to them as an outcome of the support, and asked providers what we can do to support them in future arrangements. The feedback will be considered when collating specifications and contracts, which will in turn improve the quality of the current service and also increase capacity. This will have a positive impact on service users and their families as this is a vital service they are receiving, reducing the risk of parental breakdown and escalation to residential placements. Feedback also mentioned a 'cliff edge' experienced when young people turn 18 and reach adulthood. This proposal will extend the DPS up to the age of 25 to support with this and support with a cleaner transition into adult services.

**Based on consultation evidence or similar, what negative impacts are anticipated from this proposal?:** No negative impacts on those with protected characteristics are anticipated from this proposal.

**How will the process of change be managed?:** The Children's Commissioning Team and ART (brokerage) will work closely with current providers who are transitioning to the new DPS to ensure there is no impact on the existing packages.

**How will the impacts during the change process be monitored and improvements made (where required)?:** If any risk/impact is identified, brokerage will liaise with the provider to mitigate this risk or will source a new provider to deliver the package. However this is unlikely as the providers will continue to be on the current DPS during transition and so will be able to continue delivery under the current arrangements.

**Equality Impact Assessment Action Plan:**

Details of negative impact (e.g. worse treatment/outcomes)	Groups affected	Severity of impact	Action to mitigate impact with reasons/evidence to support this or justification for retaining negative impact	Who by	When by
There is a risk that there will be a gap in package delivery during the transition process, and also misunderstanding from new/current providers in the mobilisation of the new DPS	Disability	Medium	Children's Commissioning Team and ART (brokerage) will work closely with both current and new providers to ensure the transition/mobilisation is smooth and no impact on existing packages occurs. Providers will be communicated with throughout the process, as well as through contract monitoring meetings.	Contract manager and ART (brokerage)	31/12/2023

**Head of service:** Helene Carr

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**Confirmation:** I confirm that this HoS is correct