

EQUALITY IMPACT ASSESSMENT

Review of third sector inflationary uplifts

Reference: EIA000166

Date: 18/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000166
Date Submitted	18/01/2024
Subject of the EIA	Review of third sector inflationary uplifts
Brief description of the policy, service or function covered by the EIA	<p>This EIA supports the allocation process for ASC (discretionary) contract inflation funding. ASC contracts attract inflation and whilst some provider contracts include a requirement for ASC to award annual contract inflationary uplifts; the third sector contracts in scope of this proposal, are contracted as fixed (price) and therefore do not mandate ASC to award an annual inflationary uplift to the agreed value stipulated in each contract. This proposal seeks to re-allocate the contract inflationary funding that is apportioned to these base funded third sector contracts towards addressing the savings gap for ASC. In doing so, the budget envelope for the third sector contracts in scope will remain unchanged as a result of this proposal. Third sector contract providers in scope will not see a reduction to their annual contract values. The services contracted from the third sector are diverse and cover a range of protected characteristics. National evidence suggests that many third Sector providers have struggled to recover from the pandemic, to meet the rising costs of inflation and challenges for staff and service users in terms of cost of living. That is why ASC has made one – off discretionary payments to some of the third sector providers in scope during 22/23 and 23/24, through re-allocating its discretionary contract inflation funding to these contracts. Some third sector providers have also been supported to maximise their income through additional one-off grant funding. Whilst this proposal will not reduce contracted income for third sector providers in scope. It is acknowledged that if contracted providers are also compounded by actual or ongoing real term reductions to their income levels, which maybe outside the scope of this proposal, there may be an indirect impact on some providers ability to deliver their contracts. They may be unable to recruit, retain and invest in the people they need to deliver good quality and accessible services. This will consequently have an impact on service users from protected groups who are intended to benefit from the contract.</p>
Equality Assessment is in support of...	["Amended function"]



How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2025-01-18

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Commissioning
Service area	Social Justice
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Atrin Conway
What is the accountable officer's email address?	Louise Collett

Data Sources

Data sources	["Relevant research", "Birmingham City Observatory data and insight"]
Data source details	Oracle and general stats from city observatory

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A



How will you mitigate against any negative impact to the disability characteristic?	N/A
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Protected Characteristic – Sex

Does this proposal impact citizens based on their Sex as per the Equality Act 2010?	No
What Sexes will be impacted by this proposal?	N/A
Please describe the impact to the Sex characteristic	N/A
How will you mitigate against any negative impact to the Sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

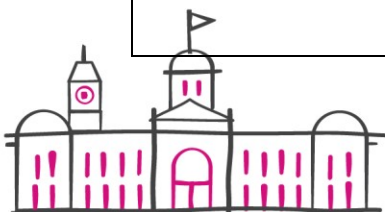
Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation


Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	<p>No direct impact is anticipated as a result of re-allocation of discretionary contract inflationary funding (that providers are not legally contracted to receive). Under existing contract arrangements, the services in scope will continue to deliver their contracts within the agreed contractual budget which will remain unchanged. Over time and if compounded by actual or real term reductions to provider income, outside the scope of this proposal, there may be an indirect impact on some providers and their ability to deliver their contracts at the same pace and level throughout the duration of the re-allocation period - consequently having an impact on service users including those with protected characteristics. Adult social care has a long history of working with the third sector and this approach will continue at both an individual contract and sector wide level. Regular contract monitoring and review will be undertaken to identify and mitigate any potential negative impact related to race and ethnicity as a result of this proposal. Third sector contracts are accessible by groups regardless of protected characteristics.</p> <p>This EIA has not identified any minimal adverse impact as a result of the re-allocation of the discretionary Contact inflationary funding. To ensure any future potential impact is identified and addressed, monitoring will include: 1) Regular contract monitoring with providers in scope 2) Reviewing Service EIAs to understand impact against protected characteristic 3) Ongoing Engagement with BVSC as strategic engagement partner to mitigate any potential compounded impact on the sector. 4) Monitoring through Adult Social Care Social Justice Board and ASC Commissioning Management team.</p>
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Please enter the email address for the officer responsible for monitoring impact and mitigation

Saba Rai

