

# EQUALITY IMPACT ASSESSMENT

Review and Recommission Third Sector contracts

Reference: EIA000218

Date: 22/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

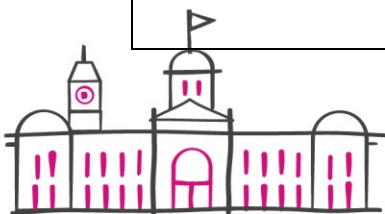
**EIA Form – About your EIA**

Reference number	EIA000218
Date Submitted	22/01/2024
Subject of the EIA	Review and Recommission Third Sector contracts



Brief description of the policy, service or function covered by the EIA

This EIA supports ASC directorate’s savings target of 21.9million for 2024/25 which proposes to reduce the budget available to recommission third sector services once the current contracts for these services end. The Council has previously contracted with a number of service providers to deliver prevention and wellbeing support services to vulnerable adults. The services in scope include Vulnerable Adults (VA1) contracts that will come to an end on 30th November 2024. The council values and recognises the need for upstream prevention services for vulnerable adults and has identified these services for recommissioning . In order to achieve the required saving, Adult social care will reduce the total budget to recommission these services from the outset and will recommission within this reduced budget envelope but within a system designed to meet need. This approach will protect current services which will continue to be delivered to citizens up until 30th November 2024. Acknowledging that the future budget for these services will be significantly reduced, decisions about which vulnerable adults services and priority groups will be included in the recommissioning of new services will need to be undertaken. The needs of vulnerable adults in scope of these services are diverse and cover a range of protected characteristics. They include individuals and groups with multiple complex needs that intersect across a number of protected characteristics – their complexity arises from individual, societal and environmental inequities. To support recommissioning, aid decision making and to minimise impact on vulnerable groups with protected characteristics, an equality impact assessment will support and inform the recommissioning and procurement processes during 2024. In addition, there will be ongoing engagement with the 3rd sector, stakeholders and citizens throughout the recommissioning process. The current contracts and services will end on 30th November 2024. The impacts identified in this EIA will be reviewed alongside a further EIA supporting the commissioning of the new services which will be undertaken as part of the procurement process to mitigate negative impacts and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact



	and inform future commissioning. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition, provider forums will be established once new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-02-08

#### Directorate, Division & Service Area

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

#### Officers

What is the responsible officer's email address?	Saba Rai
What is the accountable officer's email address?	Louise Collett

#### Data Sources

Data sources	["Relevant research", "Relevant reports/strategies"]
Data source details	NA

#### Protected Characteristics

##### Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "0-9 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]



Please describe the impact to the age characteristic	The Vulnerable adults services are contracted to support adults of all ages and young people. Any changes to the budget for VA1 will impact all age groups in scope.
How will you mitigate against any negative impact to the age characteristic?	The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the age characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.

### Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	The Vulnerable adults services are contracted to support adults that have a co-dependant mental health risk factors - any changes to the budget for VA1 will impact all service users with a co-dependant mental health risk factor, alongside risk of homelessness, substance use and offending history.



<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition, provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>
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**Protected Characteristic – Sex**

<p>Does this proposal impact citizens based on their gender as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What genders will be impacted by this proposal?</p>	<p>["Male","Female","Non-binary"]</p>
<p>Please describe the impact to the gender characteristic</p>	<p>No direct impact on these groups is anticipated but the contracted services are accessible to all citizens. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope due to them being inclusive.</p>



<p>How will you mitigate against any negative impact to the gender characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts related to gender and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition, provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens, and referral agencies in order to improve access and address any gaps and inequality of access.</p>
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**Protected Characteristic - Gender Reassignment**

<p>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?</p>	<p>Yes</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>The contracts are not specifically targeted to gender reassignment characteristic, but the contracted services are accessible to all citizens. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope due to them being inclusive.</p>



<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition, provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>
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**Protected Characteristic - Marriage and Civil Partnership**

<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single","Never married and never registered a civil partnership","Married: Same sex","Married: Opposite sex","In a registered civil partnership: Opposite sex","In a registered civil partnership: Same sex","Separated, but still married","Separated, but still in a registered civil partnership","Divorced","Formerly in a civil partnership now legally dissolved","Widowed","Surviving partner from civil partnership"]</p>





<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>The Vulnerable adults services are contracted to support all couples. Any changes to the budget for VA1 will impact all groups in scope. The contracted services are accessible to all citizens and any household presenting themselves as a couple. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>

**Protected Characteristic - Pregnancy and Maternity**

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
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<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>The contracts are not specifically targeted to citizens covered by the pregnancy and maternity characteristic and the majority of the services are for single adults and couples. Domestic abuse services will be accessible to citizens under the protected characteristic of pregnancy and maternity. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope</p>
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>

### Protected Characteristic - Ethnicity and Race

<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
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<p>What ethnic groups would be impacted by this proposal?</p>	<p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p>
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>The Vulnerable adults services are contracted to support all citizens fully inclusive of ethnicity and race. Any changes to the budget for VA1 will impact all groups in scope</p> <p>The contracts are not specifically targeted to a particular ethnicity or race but the contracted services are accessible to all citizens. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>



**Protected Characteristic - Religion or Beliefs**

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What religions could be impacted by this proposal?</p>	<p>["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>The Vulnerable adults services are contracted to support all citizens and accessible to all religion and beliefs. Any changes to the budget for VA1 will impact all groups in scope          The contracts are not specifically targeted to a particular religion or belief but the contracted services are accessible to all citizens. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope.</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted to providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>



**Protected Characteristic - Sexual Orientation**

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Gay or lesbian", "Straight or heterosexual", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	<p>The Vulnerable adults services are contracted to support all citizens. Any changes to the budget for VA1 will impact all groups in scope</p> <p>The contracted services are accessible to all citizens. These groups may be affected as any changes to the budget for VA1 will impact all groups in scope</p>
How will you mitigate against any negative impact to the sexual orientation characteristic?	<p>The current contracts and services will end on 30 November 2024. The importance of prevention services has been recognised and are to be recommissioned with a reduced budget but within a system designed to meet need. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts to the disability characteristic and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once the new contracts have been commenced to provide further strategic oversight above and beyond regular contract monitoring. Providers will also be required to establish citizen focus groups for their service users to support monitoring. There will also be a requirement for contracted providers to undertake an annual assessment of the pathway into and out of their service involving stakeholders, citizens and referral agencies in order to improve access and address any gaps and inequality of access.</p>



**Monitoring**

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>The current contracts and services will end on 30th November 2024. A further EIA supporting the commissioning of the new services will be undertaken as part of the procurement process to mitigate negative impacts and support decision making. Full and regular consultation and engagement will take place with the 3rd sector and stakeholders along with citizens to allay concerns and mitigate impacts. The new contracts will include a requirement for contracted providers to undertake an annual equality impact assessment which will be submitted to commissioners to support the monitoring of any impact and inform future commissioning. Work will also take place to ensure that all avenues of information advice and guidance services for citizens are maximised within the early intervention and prevention system. In addition provider forums will be established once new contracts have been commenced to provide further strategic oversight above and beyond regular contract. Adverse impact and measures to address and mitigate impacts will be regularly monitored as part of ongoing contract management.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Saba Rai</p>

