

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Lucy Jackson **Role:** Service Manager

Head of Service: Head of Adult and Community Services **Date:** 18/10/2017

I confirm that the above Head of Service has agreed the content of this assessment

Yes

When you complete this FEIA, it is your responsibility to submit it to
impact.assessment@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

Review of the Domiciliary Care Service

To seek and secure a partner to manage the in-house domiciliary care service that provides long term packages of care to tenants in four Extracare schemes.

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

Employees, tenants and Linc were engaged in consultation in December 2016/January 2017 on similar proposals. Formal consultation will be undertaken within the budget setting timescales during 2017/18.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

The stakeholders are the tenants within four Extracare schemes (Glyn Anwen, Willowbrook, Wellwood and Capel Court). Whilst not all tenants receive a domiciliary care service, they all benefit from having a team of carers on site, 24 hours a day in case of emergencies. The RSL is Linc Cymru who have Extracare schemes in other parts of South East Wales, the majority of who are from the independent sector. The feedback from last year's consultation about similar proposals was mixed – there was a concern about what the impact would be on carers but also assurance that an agreement about service levels would be contained within a contract, which would include on-going support on site at night. Employees' concerns were around not knowing at the consultation stage who they would transfer to and the impact long term on their terms and conditions.

4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<p>Age Age profile of staff team:</p> <p>6.5% 18-30yrs 12.5% 31-40 36% 41-50 36% 51-60 9% 61-70 0% over 70yrs</p> <p>Age profile of tenants in Extracare schemes:</p> <p>34% 70-80 30% 81-90 32% 91+</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The impact on the employees of the implementation is neutral on the different age categories.</p> <p>The impact on tenants will not be dependant upon their age</p>
<p>Disability Two employees Consider themselves</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The proposed changes will have a neutral impact on those who consider they have a disability. Equipment is provided to assist employees with disabilities; risk assessments are carried out if necessary. There will be</p>

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	Positive	Negative	Neither	
disabled.				<p>formal consultation between employees and the new partner as part of TUPE</p> <p>Care and support needs of tenants and outcomes from care are identified in care plans; eligibility for care will be implemented consistently between schemes and community Equipment is provided to assist employees with disabilities; risk assessments are carried out if necessary. On going commitment to meeting people's care needs will not be affected by these proposals.</p>
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>In employment a woman is protected from discrimination when she is pregnant and during a period of compulsory or additional maternity leave.</p> <p>In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination when she is pregnant and for 26 weeks from when she has given birth.</p>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	99% of employees are female. Employees may be required to change the rotas which they currently work affecting employees who have carers responsibilities.

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	Positive	Negative	Neither	
				<p>There will be formal consultation between employees and the new partner as part of TUPE</p> <p>60% of tenants are female; 30% male. the impact on tenants will not be dependant upon their gender. Linc (the RSL) will be part of the procurement process for the partner and tenants will be involved in the process.</p>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Active offer records on tenants files that none have requested a service through the medium of Welsh

5 How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The proposals represent a more cost effective and so long term sustainable solution for the provision of domiciliary care for people living in the Extracare schemes. Involvement in contract managements will give assurance and greater control to tenants and the RSL of service levels.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The Extracare schemes are a partnership between the City Council and Linc, the RSL. Linc and the tenants will be actively involved in procuring a new partner and on-going in contract management.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The key stakeholders are the tenants from the Extra care schemes, Linc (RSL) and the employees</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Extracare provides a means of ensuring that people remain independent as possible, within their own home. Having carers on site provides reassurance that if urgent help is required, there will be someone to attend; the purpose built accommodation and on site care enables people to live at home rather than go into residential home.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Extracare provides an environment that helps to combat social isolation.</p>

6 What will the impact be on the wellbeing goals (under Wellbeing of Future Generations Act 2015)?

The Extracare schemes ensure that people live healthier lives for longer. In terms of the proposals, a more cost effective solution to providing the care, will help to sustain the model.

7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

No – the Extracare schemes support all of Newport.

8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

The tenants and Linc, will be actively involved in the procurement of a new provider who will be required to engage regularly on service provision. The review of the contract will also involve key stakeholders.

9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

The Council is committed to TUPE 'plus' which requires providers to provide pensions on-going and generally the Council will be seeking a new provider that will act as a good employer, maintaining terms and conditions. Providing certainty to employees of who the provider will be and agreement on long term of their terms and conditions will combat negativity.

10 Monitoring, evaluating and reviewing

How and when will the impact of the proposal/ policy be monitored and reported on?

This would be part of contract reviews which will be built in to the procurement of the contract and its delivery.

11 Involvement

How will people be advised of the changes and of the FEIA?

Through the Budget setting process for 2018/19.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The impact on issues of equality and Welsh Language are minimal – no protected characteristics are impacted more or less than any other by these proposals. All new tenants will be asked, through the Active Offer whether they require a service in Welsh; the new provider will be required to provide such a service.

Wellbeing of Future Generations (Wales) Act 2015

Extracare schemes support the health and wellbeing of people who are able to live independently for as long as possible in close proximity to others. The proposal provides a means of ensuring long term financial sustainability of the care service.