

Appendix B Equality Impact Analysis (EIA) Resident/Service User

Please refer to the guidance and initial Equality Impact Analysis before completing this form.

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Adults Prevention Third Party Spend review	
Inclusion Barnet - Support Planning and Brokerage Service	
Is it a new or revised function, policy, procedure or service? Revised function	
Department and Section: Commissioning Group , Adults and Health	
Date assessment completed: October 2016	
2. Names and roles of people completing this assessment:	
Lead officer	John Mason, Commissioning lead
Stakeholder groups	Council departments: Adults DU, Commissioning Group, Family Services, Housing Councillors Residents Service Users
Representative from internal stakeholders	Commissioning Lead
Representative from external stakeholders	n/a
Delivery Unit Equalities Network rep	
Performance Management rep	n/a
HR rep (for employment related issues)	n/a
3. Full description of function, policy, procedure or service:	
Context	
<p>This service was commissioned at an annual cost of £146,000 as an alternative to the traditional model of Social Workers undertaking the support planning and brokerage to people who are eligible for Social Care services.</p> <p>The contract for this service has been in place from October 1st 2014 for a period of three years. However Adult Social Care in Barnet is changing in line with the Care Act 2014 and the Social Care delivery model is moving towards an asset based approach with Social Workers focusing on people’s strengths and family support; ensuring people use their local community facilities. This delivery model has been developing over the lifetime of the contract and it is planned to integrate the services offered by this contract into the in house model of social care from 1st October 2017 obviating the need for services provided by this contract.</p>	

Proposal

The proposal is for the Council to end the contract 30 September 2017 and to not extend or reprocur. This will contribute £146,000 per annum to the Council's saving target.

Adults and Health is required to make £2,178,000 in savings over 3 years from third party expenditure. To meet this requirement, externally commissioned third sector organisations providing adults prevention provision have been reviewed and recommendations made with regards to securing savings from these contracts. This has included the support planning and brokerage service that is provided by a third sector organisation, Inclusion Barnet. Information provided through contract monitoring and discussions with commissioners was used to assess effectiveness for example quantitative and qualitative information regarding use of the service (numbers, targeting), service quality and impact as well as employing evidence of best practice to assess our offer. The review looked at the known triggers for entry and escalation into the social care system and how the services contribute to these.

The review has also considered monitoring information provided by organisations to assess how effectively organisations are delivering. The review focuses on retaining services that we know to have the highest impact and to be most effective at managing demand.

Overview of Support Planning and Brokerage Services

The service was established in 2011 through the 'Right to Control' project and continued through core funding from Adult Social Care. Following competitive tender, the contract with Inclusion Barnet to provide the Support Planning and Brokerage service has been in place from October 1st 2014. The contract is for three years.

The service was commissioned to provide an alternative service model for the planning and brokerage of support to meet people's needs. The provider is a user led organisation and a charitable institution which is representative of people with lived experience of disability enabling people with disabilities to support and plan, exercising choice and control to meet their own needs.

The **objectives** of the service are to support more people, provide better outcomes for people and increase value for money for the Council and enable people to have more choice and control.

The service has supported people to exercise choice and control in innovative and creative ways to access local community activities. However the evidence shows that the service has not provided value for money outcomes because it has not been possible to generate a sufficient number of referrals and over the lifetime of the contract to date there has not been a significant increase in the number of referrals. This is because the anticipated number of referrals have not been received

Inclusion Barnet

This is the organisation that delivers the service and they were launched in November 2015 following changes in their organisational structure from a Community Interest Company to an organisation with charitable status. They were formerly known as Barnet Centre for Independent Living (BCIL). BCIL are now a trading arm of Inclusion Barnet

Anticipated consequence of the ending of the service for residents eligible for services

It is anticipated that the people who are eligible to receive social care services will continue to be supported through Social Workers as part of their usual duties to deliver these services. The social work staff will continue to undertake an asset based approach that focusses on ensuring the support plan meets the individual needs, offering choice and control and a creative and innovative approach to meeting support needs.

How is the equality strands affected? <i>Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.</i>			
Equality Strand	Affected?	Please explain how affected	What action has been taken already to mitigate this? What further action is planned to mitigate this?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The service is to support all age groups. It has largely supported people under the age of 65	The proposed change to the service model for Social Workers will include support planning. Social Workers will be enabling the person through an asset based approach to offer choice and control thus obviating the need for the provision of a separate service. Social workers work with clients to design their care plan and agree, with service users, the types of services they will receive. The Brokerage Team then works with providers to source the services at the right quality and price.
2. Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The service supports people with a range of disabilities	Please see Q.1 answer above
3. Gender reassignment	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	n/a	Please see Q.1 answer above
4. Pregnancy and maternity	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	n/a	Please see Q.1 answer above
5. Race / Ethnicity	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	n/a	Please see Q.1 answer above
6. Religion or belief	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	n/a	Please see Q.1 answer above
7. Gender / sex	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	n/a	Please see Q.1 answer above
8. Sexual orientation	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	n/a	Please see Q.1 answer above
9. Marital Status	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		Please see Q.1 answer above

10. Other key groups?	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		Please see Q.1 answer above
Carers	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Young, Parent and Adult carer.	
People with mental health issues	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		
Some families and lone parents	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		
People with a low income	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		
Unemployed people	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		
Young people not in employment education or training	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		

4. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

The service will continue to be available for people who have eligible care needs and delivered through social workers and the brokerage team .

The service model for support planning will focus on an asset based approach delivered directly by the Council and the focus on the person having choice and control (Care Act 2014). This means there will be no significant change to the residents of the borough and it is not anticipated that there will be an Impact on satisfaction ratings amongst different groups of residents. This will be monitored.

From the recent residents perception survey (Spring 2016): 74% of the residents are satisfied with how the Council runs things

5. How does the proposal enhance Barnet's reputation as a good place to work and live?

Although it is not anticipated that there will be an impact on service users because they will continue to receive a service to meet their support needs, the proposal may not enhance Barnet's reputation as a good place to work and live if the change in service delivery is perceived as a further funding reduction to a third sector organisation.

From the recent residents perception survey (Spring 2016): 89% of residents are satisfied with their local area as a place to live

The contract is a significant source of funding for the provider organisation and this may affect

the organisation's ability to continue operating. To support the future sustainability of the organisation the Council will work with the organisation throughout the remaining life of the contract and beyond to:

- Provide support to find alternative funding
- Provide support to find accommodation

6. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

Barnet has consistently communicated the need for Value For Money services and bringing the contract to an end and delivering the service in house may impact on the perception of Barnet's diverse communities about how the Council does business.

7. Please outline what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

If this proposal is approved notice will be given to the service provider in line with the contract terms.

There will also need to be a transition /exit strategy for the organisation in regards to the people it is supporting. The Council will work with the provider to ensure this is in place to support people who have received support from the provider. This can be planned to take place in the last quarter of the contract. Communication will be required to inform people of the rationale for the change and who to contact. It will be made clear that the responsibility for the review of the support plans has remained with the Council and will continue to be available to all eligible service users.

8. How will the new proposals enable the council to promote good relations between different communities?

No impact anticipated

From the recent residents survey: 85% of residents agree that people from different backgrounds get on well together

9. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?

Consultation ran from November 2016 – January 2017 via an online questionnaire (including an easy read version) and the opportunity to engage via focus groups or 1-2-1 telephone consultations with commissioners.

Consultation has already been undertaken with residents on proposals for alternative delivery models which make clear that Adult Social Care in Barnet is changing in line with the Care Act 2014 and the Social Care delivery model is moving towards an asset based approach with Social Workers focusing on people's strengths and family support; ensuring people use their local community facilities. This new delivery model has been developing over the lifetime of the contract and it is planned to integrate the services offered by this contract into the in house model of social care from the 1st of October 2017 obviating the need for services provided by this contract.

The proposal has included a number of Council officers across the Commissioning Group and Delivery Unit including senior management.

Overall Assessment

10. Overall impact		
Positive Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input checked="" type="checkbox"/>	No Impact <input type="checkbox"/>

11. Scale of Impact		
Positive impact: Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known Minimal <input checked="" type="checkbox"/> Significant <input type="checkbox"/>	

12. Outcome			
No change to decision <input checked="" type="checkbox"/>	Adjustment needed to decision <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/>	If significant negative impact - Stop / rethink <input type="checkbox"/>

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

13. Please give full explanation for how the overall assessment and outcome was decided.

The Support Planning and Brokerage service was traditionally part of the statutory duty of Adult Social Care and until 2011 was undertaken by Social Workers. The alternative offer with Inclusion Barnet (formerly Barnet Centre for Independent Living, BCIL) has been funded since 2011 with a dependency on social workers to generate referrals to the organisation. Because the number of referrals have been low, only a small proportion of the total number of people who require a support plan have been supported through this contract. The overriding need to make savings in the Adults and Social Care budget, wherever possible without a negative impact on the service user group, linked with the Care Act implementation, (to provide the person with choice and control) has meant change in the Social workers function who are well placed to deliver this service. Therefore we anticipate that there will be little or no impact on the service user except that they will no longer have a choice of provider for support planning and brokerage.

The contract is a significant source of funding for the provider organisation and this may affect the organisation's ability to continue operating. To support the future sustainability of the organisation the Council will work with the organisation throughout the remaining life of the contract and beyond to:

- Provide support to find alternative funding
- Provide support to find accommodation

14. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Communication with Inclusion Barnet	<ul style="list-style-type: none"> Meeting with Chief Executive of Inclusion Barnet to inform of proposal to Council 	To ensure that Inclusion Barnet are aware of the council's position regarding the contract and the strategic context in which decisions have been made.	JM	September 2016 and on going to September 2017
	<ul style="list-style-type: none"> Meeting with Peer Support Planning and brokerage Team Lead 	Inclusion Barnet will be provided with enough time to prepare for the end of the contract and seek support from Community Barnet.	JM	September 2016 through to January 2017 - complete
	<ul style="list-style-type: none"> Support from Community Barnet 	To support the consultation process	JM	On going
Communication with Service Users	<ul style="list-style-type: none"> Consultation process 	To consult with as many service users as possible in time frame	JM	November 2016 to January 2017 - complete
	<ul style="list-style-type: none"> Support to access Adult Social Care 	Inclusion Barnet will be provided with enough time to prepare for the end of the contract.		On going to September 2017
Communication with Family /Carers	<ul style="list-style-type: none"> Consultation Process 	To consult with as many family /carers as possible in time	JM	November 2016 to January 2017

Equality Objective	Action	Target	Officer responsible	By when
	<ul style="list-style-type: none"> Support to access Adult Social Care 	frame Inclusion Barnet will be provided with enough time to prepare for the end of the contract	JM	On going to September 2017