

EQUALITY IMPACT ASSESSMENT

Commissioning Strategy for externally provided day opportunities

Reference: EIA000368

Date: 14/02/2024

Submitted by: John.Freeman@birmingham.gov.uk



EIA Form – About your EIA

Reference number	EIA000368
Date Submitted	14/02/2024
Subject of the EIA	Commissioning Strategy for externally provided day opportunities
Brief description of the policy, service or function covered by the EIA	a commissioning strategy for externally provided day opportunities has been developed to ensure that the Council's statutory duties to meet care and support needs including having a diverse range/quality of services available for citizens under the Care Act 2014 can be met. The main proposal in the strategy is the intention to procure a new Flexible Contracting Arrangement. This is intended to stabilise the market, provide incentive to improve quality and outcomes for citizens and allow the Council to plan both financially and in terms of the types and volumes of services needed in future.
Equality Assessment is in support of...	["New strategy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-07-15

Directorate, Division & Service Area

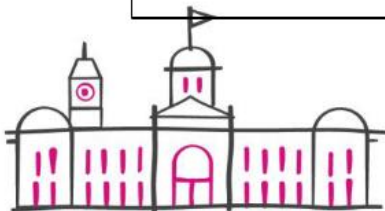
Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Commissioning
Service area	Complex Care
Budget Saving	No

Officers

What is the responsible officer's email address?	John.Freeman@birmingham.gov.uk
What is the accountable officer's email address?	Louise.Collett@birmingham.gov.uk

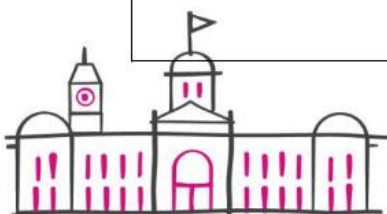
Data Sources

Data sources	["Interviews", "Quantitative data (please specify in the box below)", "Relevant reports/strategies", "Relevant research"]
Data source details	Feedback from co-produced interviews led by external co-production partner. Feedback from market engagement current service data -



Protected Characteristics

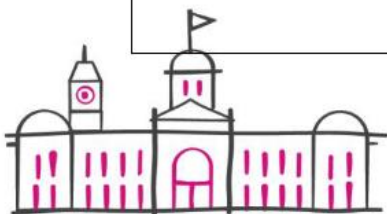
Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>In the context of the Commissioning Strategy for externally provided day opportunities the age characteristic applies to those adults who are eligible for care and support from Adult Social Care in line with the Care Act 2014, and who are age 18+. there is also a group of adults who self fund their care and use the same services. Currently 1256 adults access externally provided day opportunities. It is important to note that Day Opportunities support autistic people, those with a learning disability, physical disabilities, acquired brain injury, older adults including those with dementia. Age is considered when supporting each citizen to choose the best service for them to ensure that they can achieve the best outcomes for them.</p> <p>As part of the recent co-production there was a focus on understanding day opportunities for older adults, 50+. this is the group where frailty, loneliness and dementia are significant issues and services have to ensure that these issues are responded to effectively. This was informed by national research carried out by Kings College London and Bristol University. Being older doesn't mean that the programme of day opportunities has to be dull and the adults interviewed still had interest in being mentally and physically active and engaged. 30% of people accessing day opportunities fall into the older adults group.</p> <p>Similarly, for young adults, 18-30, including those leaving special education want to access day opportunities to be amongst their own age group, with interest in technology and being out in the community. a focus group set up to look at the young adult group identified the following issues :</p> <ul style="list-style-type: none"> • Lack of age-appropriate day time support for younger adults including access during school and college breaks • Lack of Information, Advice and Guidance for the age group in one easily accessible location • Limited choice of activities in local communities



	<ul style="list-style-type: none"> • Limited availability of personal assistants (relevant to young adults) • Lack of forward planning for young adults about day-time support • Limited access to specialist transport • Limited choices to progress to employment, training and volunteering • Limited whole day support to support working carers • Lack of flexibility when arranging personal budgets • Limited access to assistive technology (availability/cost/training) <p>The commissioning strategy is primarily focused on working with the external provider market to stabilise and support the market via a new contracting arrangement and will involve co-producing a service specification that will factor in the diverse status of those who access day opportunities; but alongside this there is scope to address the issues listed above which cut across all age groups in some context.</p>
<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>As the proposed commissioning strategy is implemented there will continue to be a commitment to co-production so should any unanticipated negative impacts be identified with regard to age then consideration will be given to mitigating against them. tis is why this EA will be reviewed quarterly at least.</p>

Protected Characteristic – Disability

<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the disability characteristic</p>	<p>Currently 1256 adults access externally provided day opportunities, 876 with regard to their disability. Day Opportunities support autistic people, those with a learning disability, physical disabilities, acquired brain injury.</p> <p>Day Opportunities (traditionally referred to as day centres) is a broad term given to the services provided for people with care and support needs and their carers that take place, mainly, over daytime hours which provide vital support in two main ways: they provide meaningful activities, including learning, stimulation and recreation, promoting independence, supporting the development of skills, preparing for access to employment, making friends and enjoying the company of others; and they provide valuable respite for unpaid carers.</p>



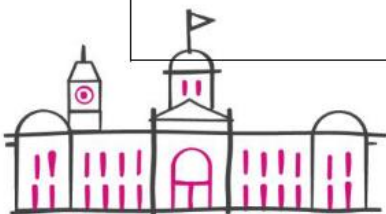
The proposed commissioning strategy and procurement of a Flexible Contracting Arrangement will set the foundation for quality and value, applying clear commissioning expectations and defined outcomes for citizens. When co-produced the service specification will include the messages that came out of recent engagement with disabled citizens, which included:

What people do now and what they would like to do in the future: One size did not fit all - there was a wide range of preferences and citizens were able to say what they enjoy doing on a regular basis. These ranged from arts and crafts, games, and quizzes, to practical skills and support in daily living. People also wanted to learn and develop new skills, gain qualifications and to find work. Citizens also wanted and enjoyed trips into the community and doing sports and leisure activities. However, continuity and certainty were also important. Families / carers needed continuity in terms of time, location and activity as they needed to plan lives, work other caring responsibilities around these. Staff also needed a level of continuity to enable planning in terms of resources, staffing and transport.

There was a strong sense that services were essential in enabling friendship, community, and mutual support to each other. Long standing friendships and connections were made and citizens wanted these to continue. Citizens said they felt safe, welcomed and could be themselves within services. Many did not feel that they were understood or welcomed in the wider community. We were asked "Can the council help with improving community facilities, transport and raising awareness on promoting the rights, needs and aspirations of citizens with disabilities?"

To support citizens in a person centred and impactful way the staff and services needed to adapt and develop continually. They need to be able to support across a wide range of disciplines as well as those related to the client groups they serve.

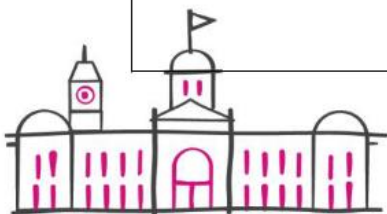
As referred to in the "Age" section, the list of issues impacting on the younger disabled group, but which cut across those who are older, will be addressed as part of the commissioning strategy. Co-production with Experts by Experience will be applied across the implementation of the strategy.



	The commissioning strategy is primarily focused on working with the external provider market to stabilise and support the market via a new contracting arrangement and will involve co-producing a service specification that will factor in the diverse status of those who access day opportunities.
How will you mitigate against any negative impact to the disability characteristic?	As the proposed commissioning strategy is implemented there will continue to be a commitment to co-production so should any unanticipated negative impacts be identified with regard to age then consideration will be given to mitigating against them. tis is why this EA will be reviewed quarterly at least. The Empowering People Team, a group of co-production volunteers recruited from people who use day opportunities, carers, staff from day centres and others with lived experience, will continue to be active partners for co-production.

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]
Please describe the impact to the sex characteristic	Externally provided day opportunities are accessible to those adults who are eligible for care and support from Adult Social Care in line with the Care Act 2014, and who are age 18+. There is also a group of adults who self fund their care and use the same services. age and disability are the key characteristics that impact on this. in terms of gender, we do not have data on the gender split. this will be collated when the commissioning strategy is implemented. the limited information that is available on people using services suggests a probably 50/50 split in females/males. Currently there is no recording about people with other gender identities. Day Opportunities are expected to respond sensitively when support requires gender specific support e.g. personal care so that privacy and dignity are protected. similarly, if a service user as gender specific support needs related to cultural or faith backgrounds these will be managed appropriately. There is only one gender specific service that supports South Asian women. otherwise in previous consultation



	and engagement, gender related issues have not been raised.
How will you mitigate against any negative impact to the sex characteristic?	Collection and analysis of gender data will form part of the performance monitoring when the new Flexible Contracting Arrangement is procured.

Protected Characteristic - Gender Reassignment

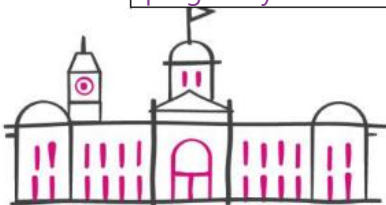
Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	
How will you mitigate against any negative impact to the gender reassignment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

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?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	

Protected Characteristic - Pregnancy and Maternity

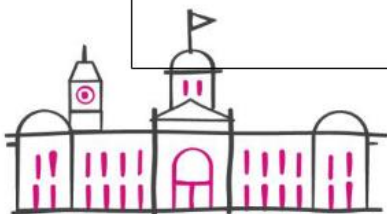
Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
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Please describe the impact to the pregnancy and maternity characteristic	
How will you mitigate against any negative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

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Irish", "Central and Eastern Europe", "Western and Southern Europe", "Gypsy or Irish Traveller", "Roma", "Latin American"]
Please describe the impact to the ethnicity and race characteristic	<p>currently, data is not held about the race and ethnicity of people using day opportunities from the commissioning perspective. The new Commissioning Strategy will address this. In conversation with people who use services and their carers over recent co-production the Council has been told that it is important that race and ethnicity is respected and reflected in the day opportunities environment and not just acknowledged when celebrating festivals etc. There has not been any reporting of adverse experiences re: race and ethnicity.</p> <p>the older adult sector has two providers that support Asian elders, one for Chinese elders and one for Caribbean elders. collectively they support 103 older adults. The services developed primarily to support elders with cultural and language needs specifically.</p> <p>There is one service that supports South Asian women. this was developed to support gender related issues.</p>
How will you mitigate against any negative impact to the ethnicity and race characteristic?	<p>As the proposed commissioning strategy is implemented there will continue to be a commitment to co-production so should any unanticipated negative impacts be identified with regard to race and ethnicity then consideration will be given to mitigating against them. This is why this EA will be reviewed quarterly at least.</p> <p>Collection and analysis of race and ethnicity data will form part of the performance monitoring when the new Flexible</p>



	Contracting Arrangement is procured.
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Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh", "Rastafarian"]
Please describe the impact to the religion or beliefs characteristic	<p>An individual's religion, belief or no belief has no bearing on which day opportunity they choose to attend. The current and future expectation is that all aspects of religion or belief that require a response during time spent at a day opportunity will be met accordingly. This will include diet, prayer rooms, acknowledgement of religious celebrations.</p> <p>Currently data is not collected about religion and belief.</p>
How will you mitigate against any negative impact to the religion or beliefs characteristic?	<p>As the proposed commissioning strategy is implemented there will continue to be a commitment to co-production so should any unanticipated negative impacts be identified with regard to religion and belief then consideration will be given to mitigating against them. This is why this EA will be reviewed quarterly at least.</p> <p>Collection and analysis of religion and belief data will form part of the performance monitoring when the new Flexible Contracting Arrangement is procured.</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?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	whilst data on sexual orientation is not currently collected, it is not unreasonable to assume that with over 1200 people accessing day opportunities from the external



	<p>market there will be people identifying across the sexual orientation spectrum. During recent co-production, carers of younger adults expressed interest in there being support for them to understand and develop personal relationships safely. This was specifically referenced with regard to adults with a learning disability.</p> <p>it is expected that when someone requires support with regard to their sexual orientation it will be provided in a sensitive and respectful way.</p>
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>As the proposed commissioning strategy is implemented there will continue to be a commitment to co-production so should any unanticipated negative impacts be identified with regard to sexual orientation then consideration will be given to mitigating against them. tis is why this EA will be reviewed quarterly at least.</p> <p>Collection and analysis of sexual orientation data will form part of the performance monitoring when the new Flexible Contracting Arrangement is procured.</p>

Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>As the new Commissioning Strategy is implemented the EA will be reviewed quarterly at least. there will be a co-produced focus on how data re: protected characteristics can be sensitively collected , analysed and used to inform day opportunities moving forward.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>John.freeman@birmingham.gov.uk</p>

