

Equality Impact Assessment Combined Sensory Services in Surrey

1. Topic of assessment

EIA title:	Combined Sensory Services
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EIA author:	Sarah Ford – Commissioning Manager
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2. Approval

	Name	Date approved
Approved by¹	Jo Poynter	23/10/2015

3. Quality control

Version number	1.0	EIA completed	
Date saved	13.03.2015	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
S. Ford	Commissioning Manager	Surrey County Council	Strategic Commissioning oversight
Jo Poynter	Area Director	Surrey County Council	Strategic oversight

¹ Refer to earlier guidance for details on getting approval for your EIA.

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>SCC currently have separate services for people with hearing and visual impairment, provided to SCC residents by Sight for Surrey and First Point. Contracts with both providers will expire at the end of September 2015.</p> <p>Going forward we would like to provide Combined sensory services to Surrey residents, and to deliver this the plan is to tender for 3 years for a contract with a single provider, with the option for 2 one year extensions.</p> <p><u>Context:</u></p> <p>Services will be delivered based on the co-designed Joint Commissioning Strategy for People with Sensory Impairment. The services are designed to reflect what sensory impaired people in Surrey want, what Surrey County Council (SCC) has an obligation to provide, and what services have been recommended within best practice or national guidelines.</p> <p>The Joint Commissioning Strategy provides an overview of the proposed service developments for adults living in Surrey who are profoundly deaf, are Deaf and use BSL, who are hearing impaired, sight impaired, severely sight impaired or who have dual sensory loss. The aim of all services is to provide sensory impaired people with appropriate support and resources to maintain and/or improve their health and wellbeing, enabling them to continue to live as independently as possible.</p> <p>Both Surrey County Council and NHS organisations in Surrey face significant financial challenges. Services will be required to be cost effective and offer best value. New ways of working and providing services will need to be explored by suppliers.</p> <p><u>Compliance with statutory and legal Requirements</u></p> <p>The Care Act 2014, together with a range of regulations and statutory guidance, is the base upon which social care will be developed. Local authorities' functions relating to provision of care and support for adults are set out in Part 1 of the Care Act 2014.</p> <p>Services delivered must enable SCC to comply with the key requirements of the Care Act 2014. These are:</p> <ul style="list-style-type: none"> • A duty to promote wellbeing • A legal requirement to take a person centered approach to care planning and support at all stages of planning and provision; including taking all reasonable steps to actively involve the person in the planning process, their carer and relevant others • Arranging services, or taking other steps to prevent, reduce or
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	<p>delay peoples' need for care and support</p> <ul style="list-style-type: none"> • Provision of information and advice that helps people to understand what help, care and support is available and how to access it • Undertaking preventative activity which involves promoting wellbeing; early intervention; and maximizing independence • Put in place arrangements that enable people to use personal budgets and direct payments • To collaborate and cooperate with other services to facilitate a vibrant, diverse and sustainable market of care and support provision • Take a holistic view of a person's needs • Support smoother transition of young people to adult care and support • Protect adults from abuse or neglect • A duty of candour - to be open when things go wrong and to take action <p>In addition, services delivered must enable SCC to comply with statutory guidance set out in the Care and Support for Deafblind Children and Adults Policy Guidance 2014 issued jointly under Section 7 of the Local Authority Social Services Act 1970 in relation to children, and section 78 of the Care Act 2014 in relation to adults. The Care Act 2014 sets out reforms to care and support in England. Section 78 of the Care Act requires local authorities to act under the guidance of the Secretary of State in the exercise of their functions under Part 1 of the Care Act or under regulations under that Part.</p> <p>The Social Care for Deafblind Children and Adults (2009) guidance will continue to apply until April 2015 when it is intended that the framework of the Care Act 2014 will come into operation (including the duty to act under guidance in the exercise of functions under the Act, including guidance set out in the Care and Support for Deafblind Children and Adults Policy Guidance 2014). Local authorities must therefore follow this guidance unless they can demonstrate legally sound reasons for not doing so.</p> <p>This EIA is to assess the impact on equalities issues route to purchase, which builds on the EIA for the co-design process.</p>
<p>What proposals are you assessing?</p>	<p>The key proposals being assessed within this EIA are the County Council's intentions to move away from the separate contracts for visual and hearing impairments and to move to the new Combined Sensory Services.</p>

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Who is affected by the proposals outlined above?	<p>In the main, the people who may be affected by the commissioning and procurement intentions are:</p> <ul style="list-style-type: none"> • Current Residents • Families and Friends • Carers • Adult Social Care Locality Teams • Borough & District Partners • Care Providers
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6. Sources of information

Engagement carried out
<p>The consultation process for this work has been ongoing since 2013 and multiple conversations have taken place with stakeholders from voluntary organisations, Independent representatives and people with sensory disabilities.</p> <p>In January 2015 Concept Day was held to share the vision and strategy with current and prospective providers, as well as Surrey residents that use those services.</p> <p>Surrey Sensory Partnership, Surrey Vision Action Group, Surrey Hard of Hearing Forum, Surrey Deaf Forum and Officers from Adult Social Care and Children Services have been consulted at every stage of the process, from specification to questions that were asked in tender process.</p> <p>The draft specification was shared with Surrey Sensory Partnership, Surrey Vision Action Group, Surrey Hard of Hearing Forum, and Surrey Deaf Forum.</p> <p>Representatives from these groups were invited to participate in the evaluation and moderation process.</p>
Data used
<ul style="list-style-type: none"> • Meetings with Surrey Sensory Partnership, Surrey Vision Action Group, Surrey Hard of Hearing Forum, Surrey Deaf Forum • Co-design meeting – Concept Day

7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
Age	<p>It is expected that the changes to the commissioning of Sensory Services will provide a variety of positive impacts:</p> <ul style="list-style-type: none"> • Improved outcomes for the individual • Single point of contact for people with sensory impairments • Outcomes based monitoring 	none	<p>To ensure adults living in Surrey who are profoundly deaf, are Deaf and use British Sign Language (BSL), who are hearing impaired, sight impaired, severely sight impaired or who have dual sensory loss have appropriate support and resources to maintain and/or improve their health and wellbeing, enabling them to continue to live as independently as possible.</p> <p>To ensure compliance with statutory and legal Requirements as set out in the Care Act 2014. The Care Act 2014, together with a range of regulations and statutory guidance, is the base upon which social care will be developed. Local authorities' functions relating to provision of care and support for adults are set out in Part 1 of the Care Act 2014.</p> <p>To develop an outcome based commissioning approach that aims to shift the emphasis from what services the supplier will offer to what outcomes they achieve. Outcome based commissioning is designed to shift the focus from activities to results, and what outcomes might be expected as a result of the commissioning investment.</p> <p>To maximise value for money, and achieve the best possible social, economic and environmental outcomes for the money spent. Social Value will apply to this specification and procurement approach.</p> <p>To demonstrate innovation by requiring suppliers to show how they:</p> <ul style="list-style-type: none"> • Recognise people as assets – seeing people as
Disability			
Gender reassignment			
Pregnancy and maternity			
Race			
Religion and belief			
Sex			
Sexual orientation			
Marriage and civil partnerships			

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			<p>equal partners in the design and delivery of services</p> <ul style="list-style-type: none"> · Build on people’s existing capabilities – and look for opportunities to help these flourish · Foster mutual and reciprocal relationships – where professionals and people using services come together in an interdependent relationship · Strengthening peer support networks – engaging peer and personal networks to transfer knowledge and supporting change · Breaking down barriers - between professionals and people using services, by reconfiguring the way services are developed and delivered · Facilitating rather than delivering <p>In addition, Commissioning and Procurements will focus on collaborative and partnership working relationship. This can be achieved by regular meetings and reviews. We will be looking for:</p> <ul style="list-style-type: none"> • Agreement on a contract that will deliver core KPIs within budget and in compliance with National Standards and quality measures • Agreement on outcome based results that will enable us to measure the performance • Implementation of a robust Supplier & Contract Management Framework which has an established baseline for service delivery, relationship management, exit planning and contract administration • A specification that is fit for purpose which was jointly drafted by commissioner, service user groups’ current and potential providers and
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			Procurement. This is a crucial step in promoting partnership working
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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	Practitioners will be required to develop close working arrangement with providers to ensure assessed need is being met and reviews of that need are performed in a timely fashion. This relationship will also determine that there will be no work duplications.	N/A	This piece of work also supports the Family, Friends & Community Support agenda. The contract and specification takes into consideration new legislation (Care Act 2014), and enables providers to demonstrate how they will operate their businesses in line with best practice recommendations.
Disability		N/A	
Gender reassignment		N/A	
Pregnancy and maternity		N/A	
Race		N/A	
Religion and belief		N/A	
Sex		N/A	
Sexual orientation		N/A	
Marriage and civil partnerships		N/A	

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8. Amendments to the proposals

Change	Reason for change

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	
Key impacts (positive and/or negative) on people with protected characteristics	
Changes you have made to the proposal as a result of the EIA	
Key mitigating actions planned to address any outstanding negative impacts	

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Potential negative impacts that cannot be mitigated	
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