

## 2025/26 Budget Equality Impact Assessment

### 1. The Project

<b>Directorate:</b>	Adults and Housing
<b>Theme or area:</b>	Home Care Resourcing
<b>Lead Officer:</b>	Gerald Hunt
<b>Date:</b>	21 November 2024

Budget Reference	Budget Proposal	2025/26 Budget reduction (£)	2026/27 Budget reduction (£)	2027/28 Budget reduction (£)
ASH08	Implementation of home care resourcing to optimise planned activity	£100,000		

#### Description of the project:

The aim of the project is to drive reduced costs of commissioning domiciliary care from improved planning and allocation of resources using Artificial Intelligence (AI). Artificial Intelligence optimises solutions and services for sectors including transport logistics, field service and community health and care. It uses cloud-based software for planning domiciliary care and other types of community-based care.

We would like to undertake an evaluation of the three strategic Support to Live at Home providers, analysing the efficiencies of their current planning and producing optimised scenarios which incorporate transferring care packages on spot contacts.

#### Summary of changes:

Undertaking this project will enable our strategic domiciliary care providers to increase their capacity to take on additional care packages, transferred from more costly spot providers, thereby reducing spend on spot-contacts as well as overall spend on domiciliary care. Due to years of challenges around recruitment into the domiciliary care sector, we have not been able to manage the market as effectively as we would have liked. The commissioning of our strategic Support to Live at Home (STLaH) contracts work in principle but there has remained a 50/50 market split between these STLaH providers and our spot framework providers. The project will support in readdressing the market split in favour of the STLaH providers, which has been our intention since 2015.

As well as addressing the market split, the project will allow us to realise the ambition of our strategic domiciliary care commissioning in reducing the geographical area that staff are covering. This has several benefits;

- improvement in pay and terms and conditions for staff
- in turn, improved continuity of care staff and times of calls for people who draw on care and support
- reduced waiting times for people to receive a package of care due to an increase in capacity
- environmental benefits that are essential to supporting the climate emergency. It will also provide an environmental benefit by reducing mileage and associated CO2 emissions. Reducing overall mileage has the additional potential to increase the portion of journeys on foot and bicycle.
- 

**Are any of the proposals within this theme a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

Budget Proposal	Year of assessment	Budget Reference

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

## 2. Customer equality impact summary

**Will the changes proposed in this project have a disproportionate impact (or bias) for any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)			X			X
People from different ethnic groups				X		
Men or women (including those who are pregnant or on maternity leave)				X		
People who are LGBTQ+				X		
People on a low income			X			X
People in particular age groups			X			X
People in particular faith groups				X		
People who are married or in a civil partnership				X		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents. Please specify: Carers			X			X

### 3. Explanation of customer impact

The impact on people using the service will be a change of care provider, should the project achieve the intended outcomes. However, the Council will continue to provide care and support to meet the person's assessed care needs and there will be no change to care allocated unless it is deemed the person no longer requires the level of care they have been receiving.

It is hard to say for definite what the impact or perceived impact will be on an individual basis. Some people may be unhappy with their current care provider and be happy to change. Some people may be happy and not want to change. We recognise that for these people, there will be an impact. We are satisfied, through contract monitoring and effective partnerships, that quality of care provided by our strategic care providers means that there

will not be a detrimental impact to the quality of the care received by people should they transfer.

Consideration will be given on a case-by-case basis to people for whom the Department would consider a change to be detrimental to their health.

We may be challenged on this decision under the Choice and Control element of Personalisation.

**Please describe how you will communicate these changes to those impacted.**

Due to an increase in recruitment with the STLaH providers, we have already started to look at transferring care packages from some of our highest costing spot care providers. The contracts and commissioning team have met with providers to discuss the situation and operational colleagues within the Council have been consulted.

A letter has been drafted that will be sent to people on a case-by-case basis. North Somerset Council operational staff being aware, will be available to support anyone who is unhappy with the transfer.

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

## 5. Cumulative equality impacts

**Is this project linked to or likely to have an impact on any other service areas?**

There may be an impact on increased referrals into adult social services operational teams.

## 6. Action Plan

**Are there any further actions that should be taken because of this Equality Impact Assessment?**

Issue Identified	Planned Action	Lead Officer	Time for review
Concerns raised around the messaging given to people and providers	Meetings held with providers. Letters provided to social work teams and people drawing on care and support/families	Teresa Stanley	January 2025

## 7. Review and Sign Off

### Service Manager Review

Insert any service manager comments here.

Approved.

**Is a further detailed equality impact assessment needed?**                      Yes                      **No**

Please note that if this assessment indicates a potential 'medium' or 'high' impact on any protected or significant group a further, more detailed assessment will be required.

**If 'yes', when will the further assessment be completed?**

**Approved** Gerald Hunt, Assistant Director - Commissioning, Partnerships and Housing

**Date:** 02/12/2024