**Equality Impact Risk Assessment: Market Intelligence & Failing Services Policy**

**Date of analysis: 12/10/2020**

**Analysis rating:** (see completion notes) [ ]  Red

(Please tick by clicking in the box) [ ]  Red/amber

 [x]  Amber

 [ ]  Green

**Type of analysis performed:** [x]  Systematic policy analysis

(Please tick by clicking in the box) [ ]  Consultation

 [ ]  Meeting

 [ ]  Service proposal

 [ ]  Other

**Please list any other policies that are**

**related to or referred to as part of**

**this analysis:** Records Management

**Who does the policy, project, function**

**or service affect?** [x]  Employees

(Please tick by clicking in the box) [x]  Service users

 [ ]  Applicants

 [x]  Members of the public

 [x] Other (please list)

 Micro-commissioners

**What are the aims or intended effects**

**of this policy, project or function?** The policy and procedure details how the CCG, with the membership of the Market Intelligence and Failing Services Group (MIFS), will coordinate and manage the response to a) a care provider failure or b) any other interruption to a provider’s service. The policy and procedure applies to placements and services governed by health and social care legislation (referred to as ‘care and support services’). The policy and procedure is intended to provide a framework for ensuring that the interests of individuals with needs (whether medical or social), carers, families and representatives affected by interrupted or failing care services are protected, along with the interests of the CCG and the wider market of service providers.

**Is any equality data available** [ ]  Yes

**relating to the use or implementation** [x]  No

**of this policy, project or function?**

(See completion notes) Where you have answered yes, please incorporate this data when completing the equality impact assessment text (the next section of this document

**List any consultation eg with**

**Employers, service users, unions,**

**members of the public that has taken**

**place in the development or**

**implementation of this policy, project**

**or function?** The policy and procedure has been developed in conjunction with the membership of the MIFS Group (comprising representatives from the CCG, Care Plus Group, Navigo and focus independent adult social work) and NELC. It has also been shared with residential and domiciliary care providers, and the Safeguarding Adult’s Board.

**Financial analysis: (Costs £m\*)** N/AImplementation

If applicable, state any relevant cost N/A Projected returns

Implications (eg expenses, returns, N/A Projected savings

or savings) as a direct result of the

implementation of this policy, project

or function

**Equality Impact Risk Assessment Test**

What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by the **Equality Act 2010**?

| **Protected characteristic** | **Neutral impact** | **Positive impact** | **Negative impact** | **Evidence of impact and if applicable, justification where a** genuine determining reason **exists** |
| --- | --- | --- | --- | --- |
| Gender (men and women) | X |  |  | More older people are in receipt of care and support services than younger people. Women form the largest part of the ageing population, and therefore failure to, or interruption in, services has the potential to impact on women more than men. However, the purpose of the policy is to ensure individuals at risk in such situations are appropriately supported – regardless of gender. In seeking to support individuals and maintain a stable provider market, the policy is gender neutral.  |
| Race (all racial groups) | X |  |  | Whilst the policy itself is unlikely to have an impact on grounds of race, it is recognised that some nationalities may have greater difficulties if their service fails/ is interrupted, due to limited English Language skills. |
| Disability (mental and physical) | X |  |  | More disabled people are in receipt of care and support services than those without disabilities, and therefore failure to, or interruption in, services has the potential to impact on those with disabilities more than others. However, the purpose of the policy is to ensure individuals at risk in such situations are appropriately supported – regardless of disability. In seeking to support individuals and maintain a stable provider market, the policy is disability neutral. |
| Religion or belief | X |  |  | There is no impact on grounds of religion or belief.  |
| Sexual orientation (hetero-sexual, homosexual & bisexual) | X |  |  | There is no impact on grounds of sexual orientation.  |
| Pregnancy and maternity | X |  |  | There is no impact on grounds of pregnancy or maternity. |
| Transgender | X |  |  | There is no impact on grounds of transgender.  |
| Marital status | X |  |  | There is no impact on grounds of marital status. |
| Age | X |  |  | More older people are in receipt of care and support services than younger people, therefore failure to, or interruption in, services has the potential to impact on older people more than younger people. However, the purpose of the policy is to ensure individuals at risk in such situations are appropriately supported – regardless of age. In seeking to support individuals and maintain a stable provider market, the policy is age neutral.  |
| Unpaid Carers[[1]](#endnote-1) | X |  |  | As more older people are in receipt of care and support services and this cohort of people are more likely to have a carer, therefore failure to, or interruption in, services has the potential to impact on carers rather than those without caring responsibilities. However, the purpose of the policy is to ensure individuals at risk and their carers in such situations are appropriately supported. In seeking to support individuals and their carers while maintain a stable provider market, the policy is carer neutral.  |
| Deprivation[[2]](#endnote-2) | X |  |  | Those in receipt of adult care and support services are likely to be amongst the most deprived. However, the purpose of the policy is to ensure individuals at risk in such situations are appropriately supported – regardless of age. In seeking to maintain a stable provider market and support individuals, all individuals benefit, regardless of their level of assets. |

This equality impact assessment was completed by: Nic McVeigh Date: 12.10.20

**Action Planning**

As a result of performing this analysis, what actions are proposed to remove or reduce any risk of adverse outcomes identified on employees, service users or other people who share characteristics protected by the **Equality Act 2010?**

| **Identified risk** | **Recommended actions** | **Responsible Lead** | **Completion date** | **Review date** |
| --- | --- | --- | --- | --- |
| Race: some nationalities may have difficulties navigating a provider failure/ service interruption, if they have limited English Language skills | As part of the implementation of this policy and procedure, staff will be reminded of the potential requirement to access translation services. | Nic McVeigh |  |  |
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|  |  |  |  |  |

1. Unpaid carers are also considered in NEL equality impact [↑](#endnote-ref-1)
2. Social deprivation is also considered in NEL equality impact [↑](#endnote-ref-2)