

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Proposed extension of the Dynamic Purchasing System for Care and Support Services for people with Learning Disabilities from October 2023 to November 2025
Team/ Department	People Department ASC Strategy and Development
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Alev Cazimoglu
Author(s) name(s) and contact details	Christopher Reddin
Committee name and date of decision	N/a
Date of EqlA completion	

Date the EqlA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqlA actions (if any)	Matt Casey
Name of Director who has approved the EqlA	Doug Wilson

The completed EqlA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqlA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

The proposed decision

It is proposed that the Council extend the existing Dynamic Support System (DPS) used to procure care and support services for people with learning disabilities aged 18 and over to November 2025. This decision will enable the Council to re-evaluate options for procurement once the Procurement Bill has become law and new procurement regulations published and set up a new framework under the new regulations for all care groups from November 2025 onwards.

The reasons for the decision

In 2018 Adult Social Care (ASC) set up a DPS to procure care and support services for people with learning disabilities aged 18 and over living in the community. This remains as a compliant procurement approach in accordance with both the Council's Contract Procedure Rules and the Public Contracts Regulations 2015. The DPS is facilitated by a portal known as 'CarePlace'.

Providers can apply to the DPS through completion of a Standard Selection Questionnaire (SSQ), this is assessed for the purposes of selecting suitable providers to proceed to the next stage of the procurement with those providers successful in passing the defined criteria being accepted onto the relevant lots of the DPS.

The Brokerage service use CarePlace to advertise proposed support arrangements to providers in the appropriate Lot, outlining the individual outcomes to be met within the personal budget and whether supported accommodation is required. Currently there are 80 providers registered on the DPS across all lots.

The Integrated Learning Disabilities Service (ILDS) expenditure on care purchasing for adults requiring care and support was £38,869,505 for 2022/23. This includes self-directed support, support provided in supported living settings, day care, residential care, nursing care and residential respite.

The DPS commenced 9th October 2018 for a five-year period to 8th October 2023 and allows providers of care and support services to apply and be accepted throughout its term (providers can apply between 27th June 2018 to 31st July 2023).

It is proposed that the Council extend the DPS to November 2025 to benefit from the provisions proposed within the Procurement Bill in relation to framework agreements, and to align this work as part of a procurement strategy to cover the commissioning of care and support services for all care groups across adult social care.

This Equality Impact Assessment (EqIA) will assess the possible impact of the decision to extend the DPS until November 2025 on service users under the Integrated Learning Disabilities Service.

Who will be impacted on this Decision?

- Enfield learning disability service users (857 in May 2023) who are supported by existing providers on the DPS
- Adults with learning disabilities who require services to be commissioned via the DPS, including those coming through Enfield Council's Preparing for Adulthood transition pathway (determined to be Care Act (2014) eligible)
- Providers registered under the DPS who provide care and support services (80 organisations).

Positive impacts of the decision

- The DPS facilitates a competitive procurement process that the Council has been able to utilise to maintain sufficiency and diversity of supply of care provision
- The DPS is a compliant procurement approach in accordance with both the Council's Contract Procedure Rules and the Public Contracts Regulations 2015 (PCR)
- Where care and support services for people with learning disabilities are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met)
- This proposal would enable the Council to take advantage of the new procurement law and anticipated benefits of the new law

Negative impacts of the decision

- There are no anticipated negative impacts; the Council can continue to commission care and support services where required for people with learning disabilities from a diverse range of providers who will continue to have access to procurement processes via the DPS.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available here. (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

Baseline estimates for people aged 18-64 with learning disabilities indicate a slight population decrease over the next 20 years. Sub populations of people with learning disabilities aged between 45-64 are set to increase, as some people with learning disabilities are supported to live into older age.¹

Figure 1 - The age profile of adults with learning disabilities in receipt of care and support services in Enfield;

Age Group	Number of service users
18-25	194
26-35	217
36-45	145
46-55	110
56-64	103
65+ (grouped category for the purposes of General Data Protection Regulation)	88

Proposed Impact

This extension will not impact upon the care and support services commissioned through the DPS to meet the needs of people by age. Providers are expected to support people to meet individual outcomes within their personal budget. Providers work in partnership with the Integrated Learning Disabilities Service and other statutory and voluntary agencies, as appropriate, to ensure that individuals receive a joined-up service that is tailored to their assessed needs.

Providers are required to ensure that the Service User is encouraged to exercise choice and control over the support they receive. Furthermore, care is provided in

¹ www.pansi.org.uk

accordance with the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 which set out that the provider must ensure the privacy of the service user, support their autonomy, independence and involvement in the community and have due regard to any relevant protected characteristics (as defined in section 149(7) of the Equality Act 2010).

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

There were 857 adults with a learning disability receiving care and support services under the Integrated Learning Disabilities Service in May 2023, this represents 0.25% of Enfield's total population (2021 Census).

Adults eligible for support and accommodation via the DPS will;

- have a learning disability
- be eligible and open to Enfield's Integrated Learning Disabilities Service (ILDS)
- be aged 18 years or over, or in transition to adult services
- meet the national eligibility threshold for needing care as set out in the Care Act (2014)

Adults may have a range of additional needs, this could include; a mental health issue, substance misuse, behaviour that challenges, autism, a physical disability, a

sensory impairment, a complex health condition, be at risk of offending and/or contact with the Criminal Justice System, have communication difficulties, risk-taking behaviours that put the adult or others at risk of harm, be victims of abuse or a history of experiencing abuse or traumatic life events.

The DPS enables the Council to arrange the required support and accommodation (where assessed to be necessary) from a range of providers. Organisations providing support will have to demonstrate their skills and experience in helping to maintain a disabled person's safety and independence. Person Centred approaches to care, safeguarding, ensuring dignity and building on individual's strengths will all form part of this requirement on tender submissions.

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

According to the 2021 Census, in Enfield, 1.1% of residents declared their gender identity is different from that which had been assigned at birth. This is higher than London (0.9%) and England and Wales (0.5%) averages.

Providers are required to ensure that the Service User is encouraged to exercise choice and control over the support they receive. Furthermore, care is provided in accordance with the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 which set out that the provider must ensure the privacy of the service user, support their autonomy, independence and involvement in the

community and have due regard to any relevant protected characteristics (as defined in section 149(7) of the Equality Act 2010).

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

Provision of care and support services in Enfield are not restricted by marriage or civil partnership status. Care and support services commissioned by the Council are able to support people where there is a duty to meet needs for care and support under the Care Act (2014).

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

High-level data on ethnic groups from the ethnicity profile of current Service Users receiving care and support through the Integrated Learning Disabilities Service is set out below;

- White 60.37%
- Black, Black British, Black Welsh, Caribbean or African 14.45%
- Asian, Asian British or Asian Welsh 9.09%
- Mixed or Multiple ethnic groups 9.22%
- Other ethnic group 3.61%
- Not known 3.26%

Providers are required to support services users in a way that is sensitive and responsive to their cultural and ethnic needs. Care is provided in accordance with the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 which set out that the provider must ensure the privacy of the service user, support their autonomy, independence and involvement in the community and have due regard to any relevant protected characteristics (as defined in section 149(7) of the Equality Act 2010).

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

Data from the religion profile of current Service Users receiving care and support through the Integrated Learning Disabilities Service is set out below;

- The highest proportion of current service users are recorded under the categories of Christian (19%), Church of England 18%, Roman Catholic (11%)
- This is followed by Muslim (13%) and Hindu (2.5%)
- Service users identifying as Jewish, Sikh, Buddhist or other religion each represent under 1.65%
- No religion (23%)
- No information (7%)

Services are expected to be non-discriminatory and responsive to the needs of people regardless of religion or belief (including lack of belief). One of the requirements for providers contracted through the DPS is that service users are supported in a way that is sensitive and responsive to their religious needs and this would be reviewed as part of the annual review process by a social care professional.

It is recognised that residents may observe and/or participate in different religious festivals and practices, including set times of prayer, and this will need to be considered as part of any Care Act (2014) assessment and support planning processes undertaken to ensure that information, advice and support is sensitive to such practices.

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the

DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

In 2020, 50.5% of the population was female and 49.5% was male. Males outnumber females in every individual year of age up to 27 years, with women outnumbering men in virtually every age thereafter (Enfield Borough Profile, 2022).

Figure 3 - The sex split of adults in Enfield receiving care and support services through the Integrated Learning Disabilities Service;

Female	335
Male	522
Total	857

Adults with learning disabilities require accessible information and support to access services, including in relation to their health (with females more impacted through health inequalities than males as is demonstrated below).

- In the previous 5 years, the proportion of women aged 50 to 69 with a learning disability who received breast cancer screening was 51%. This compares to 65% of women in the same age group without a learning disability (NICE)
- less than a third (31.2%) of eligible women with a learning disability had received cervical smear tests, in contrast to 73.2% of women with no learning disability (Mencap)
- Of those eligible for a colorectal cancer screening, 77.8% of people with a learning disability were screened, compared to 83.7% of those without (Mencap)
- Based on 2018-19 data, males with a learning disability have a life expectancy at birth of 66 years and females with a learning disability have a life expectancy of 67 years. This is 14 and 17 years lower respectively than the general population (NHS Digital).

Providers are required to support service users to attend their annual health checks with their GP and ensure people have up to date health action plans that are followed through and actioned. The learning disabilities annual health check is a reasonable adjustment that can be effective in detecting unmet health needs (Public Health England). The percentage of eligible adults with a learning disability who received a GP health check in Enfield significantly increased from 76.1% (2021/22) to 90.2% in 2022/23. This figure is comparable with other London boroughs within the North Central London Integrated Care System.

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

According to the 2021 Census, in Enfield, 2.2% of residents gave their sexual orientation as something other than straight or heterosexual. This was lower than London (4.3%) and England and Wales (3.2%) averages.

Mitigating actions to be taken

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The proposal to extend the DPS is expected to have a positive impact on all service users, as where care and support services are commissioned by the Council, the DPS enables choice from those providers who are able to meet the person's assessed needs (where criteria is met).

Access to care and support through Adult Social Care continues to be means tested and details of charging is set out within the charging policy, Adult Social Care Charges for Community Care Services for People Living at Home (2022/23). Whether the Council contributes towards an adult's care and support arrangements depends on their circumstances including income, level of savings and capital (assets).

Mitigating actions to be taken.

Not applicable.

Adult Social Care monitors monthly data on service users who share one of the different nine protected characteristics. This data will be used by the Strategy and Service Development Team to review the EQIA to consider the impact of a new framework agreement in November 2025 and to inform the development of this.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

This EqlA identifies a general positive impact in terms of facilitating care and support arrangements for adults with Care Act eligible needs in line with the Council's statutory duties. There are no anticipated negative impacts from an equality perspective identified for any of the protected groups.

This proposal is to extend the Dynamic Purchasing System for Care and Support Services for people with Learning Disabilities from October 2023 to November 2025. During this period, the following will be considered;

- Where it appears that an adult with learning disabilities may have needs for care and support, the Council will undertake a Care Act (2014) assessment and record protected characteristics as part of this process, this information is reviewed to ensure it remains up to date
- Adult Social Care continue to monitor monthly data concerning the protected characteristics of people with learning disabilities receiving care and support services
- This information will be used to inform the development of a new contractual arrangement from November 2025 and the EqlA will be reviewed prior to this
- Adult Social Care will engage with service users and undertake market engagement activity with providers as part of our development of a new contractual arrangement across client groups
- The Integrated Learning Disabilities Service assess and review care and support arrangements. The adult's care and support plan includes the date, format and method of delivery of the care services/outcomes which are reviewed by professionals 6 week following commencement, and 12 monthly statutory reviews thereafter
- Any concerns as to the capability of the provider to meet needs set out in the care and support plan are discussed and addressed as part of this process, linking in with the Council's Provider Concerns process where there are organisational concerns
- Adult Social Care will continue to monitor the quality of services through various functions, including Quality Assurance visits, Quality Checkers Initiative, safeguarding data, Safeguarding Information Panel, Person in a Position of Trust Policy and Provider Concerns Policy

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Ongoing monitoring of protected characteristics	<p>Monthly monitoring of data concerning the protected characteristics of people with learning disabilities receiving care and support services</p> <p>Data utilised to inform the development of a new contractual arrangement from November 2025</p>	Tbc; Strategy and Service Development Team	<p>Monthly, ongoing</p> <p>March 2024</p>	<p>Tbc</p> <p>Tbc</p>	<p>Tbc</p> <p>Tbc</p>
Engagement and market engagement across all client groups	<p>Engagement with service users as part of development of a new contractual arrangement</p> <p>Provider market engagement activity as part of development a new contractual arrangement</p>	Tbc; Strategy and Service Development Team	March 2024 onwards	tbc	Tbc
Ongoing monitoring of providers commissioned through the DPS	Adult Social Care will continue to monitor the quality of services through various functions, including Quality Assurance visits, Quality Checkers Initiative, safeguarding data, Safeguarding Information Panel,	Adult Social Care	Ongoing	Tbc	Tbc

	Person in a Position of Trust Policy and Provider Concerns Policy				
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