

Equality Impact Assessment Screening Tool

This form should be completed for any new or changed policy, procedure, function, service activity or financial decision to assess the impacts and whether a full Equality Impact Assessment is required. Please see Guidance on Equality Impact Assessments for help.

1. Summary of Proposal			
Name of proposal	Procurement of a contract for older people's nursing home provision		
Reference number		Officer completing Equality Screening	Emily Staines
Service Area	Strategic Commissioning & Investment	Fairness and Equality team sign off	Lisa Koduthore
Date screening completed	04/03/2022	Director/Head of Service authorising Equality Screening	Nikki Ralph
Brief description of proposal, including any savings and what the change will mean in practice:	<p>We are looking to procure at least eighteen (18) older people's nursing home beds, with agreement to procure up to a further 18 beds as required (36 in total) in a care home/care homes based in the borough, rated at least 'Good' by the Care Quality Commission (CQC.)</p> <p>A current block contract for 18 nursing home beds ends in November 2022 so this procurement will enable us to maintain (if not expand) nursing home provision in the borough.</p> <p>The council is seeking to maintain or, if possible, expand the availability of in-borough block provision because this offers a range of benefits:</p> <ul style="list-style-type: none"> • Residents are enabled to stay close to home, their loved ones, and professional support; • Residents can benefit from the well-established Islington care home support infrastructure; • The Council has enhanced oversight of quality and safeguarding matters when contract monitoring measures are in place and we are acting as the host safeguarding authority; • Spending on in-borough placements supports in-borough employment opportunities and delivery of social value that residents can benefit from; • Block contracts represent good value for money, when compared with spot purchased provision – the costs of which can vary greatly – and enable more long-term financial planning; and • Block contracts facilitate development of long-term relationships with providers, and offer mutually beneficial stability for the local care market. 		

	We do not anticipate any savings to be linked to this procurement.			
On whom will the policy / decision impact? (Delete as appropriate)	Service users	Yes	Staff	No
	Islington residents	Yes	Trade unions	No
	Islington businesses	Yes	Other public sector organisations	No
	Visitors to Islington	No	Others, please specify:	
	Voluntary / community groups	No		
Is consultation required? No	The council has undertaken stakeholder engagement and soft market testing to inform the procurement strategy. This is not a policy change. This procurement seeks to maintain (if not expand) nursing home provision in the borough).			

2. Impact assessments on groups identified

Please now indicate the likely impact on the groups identified in the grid below by checking the relevant box, using the following definitions as a guide:

- Neutral – The proposal has no impact on the identified groups.
- Positive - The proposal has a beneficial and desirable impact on the identified groups.
- Negative - The proposal has a negative and undesirable impact on the identified groups.

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider which groups are most likely to use the service or the staff most likely to be affected. Please also think about whether the proposal is likely to be contentious or perceived as a negative change for certain groups which could justify the completion of a full EqIA.

A high impact would indicate there is substantial evidence that people from different groups are or could be differently affected by the policy, or there is substantial public concern about the policy or concerns have been raised about the policy’s potential impact by relevant bodies. A low impact would indicate there is little or no evidence that some people from different groups or communities are or could be differently affected, with little or no public concern about the policy.

Protected characteristic	Impact	Description of the impact (if applicable):
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Possible impact on groups identified	Positive	Neutral	Negative (Indicate if this will be low, medium or high)	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	N/A	<p>Are any age groups disproportionately impacted by the changes?</p> <p>Older people will be impacted positively by this contract.</p>
Disabled People or Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	N/A	<p>Are disabled people or those with certain disabilities disproportionately impacted by the changes?</p> <p>The nursing beds will be for Islington residents with nursing needs.</p>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are any ethnic groups disproportionately impacted by the changes?</p>
Religion (include no faith)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are any faith groups disproportionately impacted by the changes?</p>
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are male/female/non-binary people disproportionately impacted by the changes?</p>
Maternity or pregnancy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are pregnant women or breastfeeding mothers disproportionately impacted by the changes?</p>
Transgender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are transgender people disproportionately impacted by the changes?</p>
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are heterosexual/ gay/ lesbian/ bisexual people disproportionately impacted by the changes? N/A</p>
Marriage or Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are married people or people who have entered into a civil partnership disproportionately impacted by the changes?</p>
Other [e.g. living in poverty, children in care,	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A	<p>Are any other groups disproportionately impacted by the changes? (how and why)</p>

homeless, carers, refugees]				
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3. Screening Decision

- Neutral** – No further action required
- Positive** – No further action required
- Negative** – possibly including perceived impact. See below comments
 - Low impact** – complete Mitigating Negative Impact (section 4) below
 - Medium or high impact** – complete a full Equality Impact Assessment (EQIA)

NB: A full Equality Impact Assessment may be required regardless of the screening decision where the proposal is likely to be contentious or be perceived as a change to service for a specific group.

4. Mitigating Negative: Low Impact

Where groups are disproportionately affected please outline other options explored before deciding on this proposal:

Not applicable

Mitigating Actions you will now take to minimise the impact

Action you are taking	Lead	Deadline	Comments
N/A			

5. Next Steps	
Is a full Equality Impact Assessment required: View of Service	No
Is a full Equality Impact Assessment required: Fairness and Equality Team	No
If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. Please provide details of how you will monitor, evaluate or review your proposals and when the review will take place.	The contract will be subject to contract monitoring and quality assurance which will include reviewing equalities impacts.